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ABSTRACT

This study, covering all 16 campuses of the University, is designed to determine if women are distributed across the academic levels in a similar pattern to their male colleagues: and if women's salaries in each level are comparable to the corresponding men's salaries. In the former case, both the actual headcount and the full-time equivalents (FTE) are presented for each unit. For salaries, the dollar difference between the average pay, converted to a 9-month equivalent, were calculated for each title in the department. Both persons and university units were excluded who were not engaged in teaching and/or research. Each unit begins with explanatory and summary highlights. An appendix follows containing the data sheets arranged alphabetically by department. The bulk of the data comes from the Madison Campus. Ten divisions are covered in which overall it was found that women are not distributed across the academic levels in a pattern similar to their male colleagues nor is their salary generally comparable to the corresponding male salary. Other units included the Milwaukee Campus, the Green Bay Complex, the Parkside Complex, the Center System, the University Extension and the Medical Center. The report urges further in-depth exploration of apparent inequities. (LR)



Final Report on Status of Academic Women

HE002 620

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PREFACE

At the request of the Faculty Council, the Central University Office of Planning and Analysis undertook an exploratory study of the status of academic women at the University of Wisconsin. The study covers all 16 campuses of the University. The previous interim report dealt only with the College of Letters and Science and will occasionally be referred to for comparisons.

The study is designed to determine:

- a) If women are distributed across the academic levels in a similar pattern to their male colleagues; and
- b) If women's salaries in each level are comparable to the corresponding men's salaries.

This approach does <u>not</u> cover the many variables that affect salary and promotion such as degrees held, years of experience in the field, reputation, publications, age, and choice. However, it was felt that if consistent differences between women and their male colleagues were found in terms of academic title and financial rewards, then there might be sound basis upon which to explore further the possibility of discrimination. Therefore, the approach has been to gather hard data on academic title and salary for both sexes so that valid comparisons could be made.

METHODOLOGY

Using the 1969-70 University of Wisconsin Budget, Volume II, Staff Detail, the names, title, and salary of all the academic staff were recorded by department.



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All 12-month salaries were converted to a nine-month equivalent, the common denominator. As the Budget Staff Detail does not indicate the sex of the employee, payroll files were used for this variable. However, some inaccuracies were found in the payroll sex categorizations, which resulted in a detailed review of names and recalculations so that the inaccuracies were rectified and the data were made reliable. Names whose gender was not readily apparent were double checked by calling the department offices.

These were reported on a headcount basis (actual numbers of bodies present) and on an FTE basis (full time equivalent). The former method shows numbers and the latter the uses of the numbers. For example, there may be two men and four women present in a particular department. However, if both men are full time and all the women are half time employees, then the FTE will show that the number of men and women, (as far as full time positions and salary are concerned), are the same. Where a headcount figure has a fraction, it indicates a split appointment. The individual may be in more than one department such as English in Letters and Science, and English at University Extension. In this way one avoids counting a particular individual han one employ at the crithmetic mean and the median salaries were determined in each department by title and sex. The dollar difference between the average salaries (mean and median) of men and women were also calculated for each title in each department.

Excluded from this study were persons who were paid "No Salary" for teaching and/or research in a particular department. This would apply to an administrator who may also hold a professorship in his department but does not act in a professorial role. Also excluded were visiting academicians, as it was felt there was not an on-going reciprocal interest between them and the University.



I. MADISON CAMPUS SUMMARY

Certain divisions on the Madison Campus were excluded from this study because they dealt primarily with a service, administered special programs, were geared toward maintenance or in the case of the Medical School, contained unique titles in the various positions which would not be comparable to the other divisions. The divisions excluded were:

General Education Administration General Services Air Force Aerospace Studies Arboretum Intercollegiate Athletics Leadership and Need Scholarship Program Medical Center Administration Medical School Military Science Naval Science Physical Plant Physical Plant - Heating and Air Conditioning Psychiatric Institute Residence Halls Student Loans State Laboratory of Hygiene Summer - ssion University Health Service University Hospitals Veterans Books and Supplies Wisconsin Union Work-Study Program - Student

Included in this analysis are the following major divisions of the Madison Campus, University of Wisconsin:

Agricultural and Life Science
School of Business
School of Education
College of Engineering
Graduate School
Law School
College of Letters and Science
Library School
School of Nursing
School of Pharmacy



REPORTING THE DATA

Each division is arranged in the order listed on the previous page. Following the summary pertaining to the individual division is an Appendix containing the data sheets. These data sheets are arranged alphabetically by department and are self explanatory. Some departments are large and varied and in these cases sub-department data sheets are included, following by the department totals. At the conclusion of the departmental data sheets is the summary sheet for the entire college of school. When an entire college or school is comprised of only one department by the same name, such as the School of Business, only the departmental summary sheet will be found.

The graphs which accompany some departmental data sheets in the College of Letters and Science illustrate the women's mean salary (always based on the FTE count) and median salary dollar differential compared to males for the same level. Obviously the graphs will only show those positions in which there is male and female representation at a particular level in the same department. The base line (0) indicates both the mean and the median male salary. The broad intervals are \$500 apart, and each line in between the large intervals represents \$100. The graphs should always be used in conjunction with their accompanying table so that one can see the numbers the graph represents.

WHAT DOES THE DATA SHOW?

The all campus summary tables will be limited to the levels of Professor, Associate Professor, Assistant Professor, and Instructor. The Professional, Scientific, and Specialist category is excluded as it is as varied in composition as are the departments. Nevertheless, the category of Professional, Scientific, and Specialist should not be ignored in follow-up studies.



Of the ten divisions included in this study, two, the School of Business and the School of Pharmacy have no women represented with the titles of Professor through Instructor.

A look at TABLE II shows that in general, the FTE percentage of women at a particular level in individual divisions generally remains constant or slightly exceeds the headcount percentage of women. A more detailed review reveals that the headcount and the FTE percentages remain constant at each academic level in the School of Nursing and in the Library School. In the College of Engineering and the Law School, (each having only one female representative in the levels of Professor - Instructor) the FTE percentage is less than the headcount, which indicates that in these two instances the women represented are not full-time staff. However, the College of Agriculture and Life Science shows a slight increase of the women's FTE percentage over the headcount percentage at each level except Assistant Professor; the College of Letters and Science shows a similar increase or constancy in the FTE percentage at each level excepting The School of Education and the Graduate School show a consistent increase (or constancy) of the women's FTE percentage over the headcount at every level where women are present. In the totals for all ten divisions there is an increase or constancy in each title except Instructor.

This data would indicate that proportionately men have more fractional positions than women in the upper ranks but that there are more women than men at the title of Instructor who are fractional appointments.

Still referring to TABLE II, it would be worthwhile to see if there are consistent patterns in the distribution of women faculty that mirror the College of Letters and Science—that the percentage of women consistently decreases as the academic levels increase. Does this hold true for the other nine divisions?

We can immediately eliminate the Schools of Business and Pharmacy as they have no women on their academic staff. The School of Nursing should also be excluded as there is only one male on the staff. The Law School and the College of Engineering would have to be eliminated as there is only one academic woman above the level of Professional, Scientific, and Specialist on each of their respective staffs, which gives no grounds for comparison. For the remaining divisions, it is most difficult to find any consistent pattern. The College of Agriculture and Life Science follows the same pattern as the College of Letters and Science except that there is a large decrease in the percentage of women at the Associate Professor rank. The School of Education shows a fairly constant percentage of women faculty at the three Professorial ranks but with a large increase at the Instructor level. The pattern is reversed in the Graduate The Library School, which has no Professors, shows a decrease in the percentage of women at the Associate Professor rank in comparison with the Instructor level; the percentage of women at the Assistant Professor rank falls Therefore, it can be seen that there is not one consistent below them both. pattern to be seen in all divisions. The only generalizations which can be made are that the title of Instructor usually has the highest percentage of women and that when one views the combined totals for all ten divisions there is a consistent decrease in the percentage of women as the levels increase.

It would be fruitful to compare the percentage of academic women in the ten divisions of the Madison Campus to the national figures for public universities. The national data is supplied by the Fall, 1966 issue of <u>Higher Education</u>, published by the United States Department of Health, Education and Welfare. The percentages for the Madison Campus are on a headcount basis.



TABLE I

THE PERCENTAGE OF ACADEMIC WOMEN BY LEVEL:

MADISON CAMPUS COMPARED TO NATIONAL PUBLIC UNIVERSITIES

Title	Madison	National
PROFESSOR	4.8%	5.4%
ASSOCIATE PROFESSOR	6.8%	10.4%
ASSISTANT PROFESSOR	11.5%	14.8%
INSTRUCTOR	50.5%	30.5%
TOTAL	9.1%	14.0%

At every level excepting Instructor, the percentage of women faculty is below the national figures. The data in TABLE I also indicates that the Madison Campus employs women at the Instructor level well out of proportion to what would be expected. This is the lowest level and also the least remunerative. The statistics for the Madison campus look even less impressive considering that the national percentages are for 1966 and the Madison percentages for 1969. Considering the fact that the percentage of doctor's degrees awarded to women jumped in 1967 to 12% (1969 Handbook on Women Workers, p. 198) as opposed to 10% and 11% for most of the past 20 years, thus increasing the number of potential female applicants, indicates that further inquiry into the causes for the low percentage of women at the Assistant Professor rank is advisable.

There do not appear to be any dramatic patterns when viewing the raw numbers of faculty other than the scarcity of women in some divisions. Tables III and IV provide numerical summaries of the 10 divisions in this survey.



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Table V provides a summary view of mean average salaries for men and women faculty in the ten divisions. Women earn less than their male colleagues at each title in each division with the exceptions of the Associate Professor rank in the Graduate School (where a .50 FTE woman is compared to 11.30 FTE males), the Instructor level in the Library School, and the Assistant Professor rank in Nursing. In these cases the women earn more than their male colleagues. It might be noted that at the rank of Professor the highest women's mean average salary of all the divisions falls below the lowest male average salary for the same rank.

For a more detailed analysis one must view the summaries for the individual divisions where unique elements in a particular division are discussed.

However, on the basis of the data reported in this over-all summary, it appears that women are not distributed across the academic levels in a pattern similar to their male colleagues nor is their salary generally comparable to the corresponding male salary.

In general, there is a scarcity of women at the professorial ranks and in top administrative positions. It is also generally true that as women increase in academic level, the dollar differential between them and their male colleagues increases. Further in-depth exploration of the apparent inequities does seem necessary.



TABLE II

PERCENTAGE OF WOMEN FACULTY IN TEN DIVISIONS

BY TITLE, HEADCOUNT, AND FTE

Madison Campus: 1969-70

DIVISION	Professor	OR	ASSOCIATE PROFESSOR	ы ж	ASSISTANT PROFESSOR	NT OR	INSTRUCTOR	TOR	TOTAL	;
12	нс	FTE	нс	FTE	нс	FTE	нс	FTE	нс	FTE
College of Agriculture and Life Science	10.2%	10.3%	3.8%	3.9%	13.0%	12.4%	42.4%	45.5%	8*.6	9.7%
School of Business	%0.	%0.	%0•	%0.	%0.	%0.	%0.	%0.	%0.	20.
School of Education	11.7%	11.8%	12.8%	13.0%	12.6%	12.6%	24.4%	25.9%	12.6%	12.7%
College of Engineering	%0.	%0.	%0.	%0.	2.7%	2.0%	%0•	%0•	.7%	.5%
Graduate School	3.2%	3.9%	3.2%	3.4%	1.4%	1.6%	%0.	%0.	2.7%	3.3%
Law School	3.6%	2.8%	· %0°	%0.	%0•	%0.	%0.	.0%	3.0%	2.3%
College of Letters and Science	2.5%	2.5%	5.0%	5.1%	11.0%	11.1%	35.0%	31.4%	7.1%	26.9
Library School	%0	%0.	33.3%	33.3%	19.1%	19.1%	20.0%	50.0%	26.4%	26.4%
School of Nursing	100.0%	100.0%	100.0%	100.0%	93.1%	93.1%	100.0%	100.0%	97.9%	97.9%
School of Pharmacy	%0 .	%0 •	%0 •	%0 •	.0%	%0 °	%0 .	%0.	%0 .	.0%
TOTAL	78.4	78.7	6.8%	6.9%	11.5%	11.6%	50.5%	75.67	9.1%	9.1%
* There are no faculty with the rank of Professor in	with the ra	nk of Prof		the Library	School.					

MEN AND WOMEN FACULTY IN TEN DIVISIONS "Y TITLE

HEADCOUNT

Madison Campus: 1969-70

NTUTCTON		acconacca	9	ASSOCIATE PROF	TE PROF	ESSOR	ASSISTANT	NT PROFESSOR	SSOR	I Si	INSTRUCTOR	×		TOTAL	
DIVISION	M	W	H	Æ	ß	Ħ	æ	М	Ħ	æ	ß	₽	E	M	H
Agriculture															
Science	140.70	16.06	156.76	56.23	2.25	58.48	54.81	8.23	63.04	1.36	1.00	2.36	253.10	27.54	280.64
Business	25.76	ł	25.76	5.37	I	5.37	31.50	8	31.50	1.00	ł	1.00	63.63	B E	63.63
Education	65.27	8.67	73.94	35.23	5.17	40.40	47.42	6.86	54.28	3.26	1.05	4.31	151.18	21.75	172.93
Engineering	73.66	ļ	73.66	36.48	ŀ	36.48	36.50	1.00	37.50	2,00	ł	2.00	148.64	1.00	149.64
Graduate School	45.28	1.50	46.78	15.06	.50	15.56	23.22	.33	23.55	1	ł	ł	83.56	2,33	85.89
Law School	27.00	1.00	28.00	2.50	ŀ	2.50	1.50	•	1.50	0	ļ	1.00	32.00	1.00	33.00
Letters & Science	382.03	10.00	392.03	160,35	8.52	168.87	241.50	29.91	272,4	. O	13,45	38,45	808.88	61.88	870.76
Library School		i	ŀ	2.00	1.00	3.00	12.72	3.00	15.72	2.00	2.00	4.00	16,72	6.00	22.72
Nursing	1	1.32	1.32	}	5.53	5.53	.75	10.01	10.82	es C	18.91	18.91	.75	35.83	36.58
Pharmacy	7.94	i	7.94	3.30	l	3.30	5.21	ļ	5.21	1	ŀ	1	16.45	1	16.45
*Total	767.64	38.55	806.19	316.52	22.97	339.49	455.13	59.40	514.53	35.62	36.41	72.03	1574.91	157.33	1732.24
*The Sci	1001 of 1	Vursing	*The School of Nursing accounts for:		Women Pro Women Ass Women Ass Women Ins Total Ac	Women Professors Women Associate Prof Women Assistant Prof Women Instructors Total Academic Women in Ten Divisions	Women Professors Women Associate Professors Women Assistant Professors Women Instructors Total Academic Women in Ten Divisions	3.4% rs 24.1% rs 17.0% 51.9%	44.8 17.8 9.8 88.8					4.	8

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TABLE IV

MEN AND WOMEN FACULTY IN TEN DIVISIONS, BY TITLE

FTE

Madison Campus: 1969-70

DIVISION	Ъ	PROFESSOR	24	ASSOCIATE PROFESSOR	TE PROF	ESSOR	ASSISTANT	NT PROF	PROFESSOR	H	INSTRUCTOR	K K		TOTAL	
	M	A	Ŧ	M	M	E	M	: 3:	H	×	13	E	M	3	E
Agriculture & Life							*. -								
Science	140.34	16.06	156.40	56.06	2.25	58.31	54.81	7.73	62.54	1.20	1.00	2.20	252.41	27.04	279.45
Business	24.76	1.	24.76	5.37	ļ	5.37	31.50	1	31.50	1.00	i	1.00	62.63	8	62.63
Education	64.77	8.67	73.44	34.73	5.17	39.90	47.42	6.86	54.28	3.01	1.05	4.05	149.93	21.75	171,68
Engineering	73.24		73.24	36.48	l	36.48	36.50	.75	37.25	2.00	í	2.00	148.22	.75	148.97
Graduate School	36.80	1.50	38.30	11.30	.50	11.80	19.87	.33	20.20	!	ļ	ł	67.97	2.33	70.30
Law School	26.25	.75	27.00	2.50	ļ	2.50	1.50	1	1.50	1.00	ł	1.00	31.25	.75	32.00
Letters & Science	374.26	9.50	383.76	158.55	8.52	167.07	238.21	29.91	268,12	25.00	11.45	36.45	796.02	59.38	855.40
Library School	1	ł		2.00	1.00	3.00	12.72	3.00	15.72	3.00	2.00	8	16.72	5.00	22,72
Nursing	9	1.32	1.32	ŀ	5.53	5.53	.75	10.07	10,92		18.91	3.91	.75	35.83	36.58
Pharmacy	7.94	ł	7.94	3.30	ł	3.30	5.21	3		ŀ	Ę	ł	16.45	9	16.45
Total	748.36	37.80	748.36 37.80 786.16 310.29		22.97	333.26	448.49	58.65	507.14	35.21	34.41	69.62	1542.35	153.83	1696.18

TABLE V

MEAN AVERAGE SALARIES OF FACULTY BY DIVISION, TITLE AND SEX

Madison Campus: 1969-70

DIVISION			II	TITLES			,	
	PROF	PROFESSOR	ASSOCIATE	ASSOCIATE PROFESSOR	ASSISTANT	PROFESSOR	. INSTRUCTOR	JCTOR
	Men	Women	Men	Women	Men	Women	Men	Women
Agriculture & Life Science	17,971	16,489	13,298	12,327	11,351	10,410	. 9,833	8,500
Business	. 19,057	1 1	15,933	1	13,613	ł	12,250	1
Education	18,573	16,500	13,436	12,770	11,483	11,477	9,265	9,007
Engineering	. 18,946	1	13,903	ł	12,117	12,060	7,450	i
Graduate School	20,229	17,967	V 14,074	15,464	11,493	10,800	Î	;
Law	21,080	15,900	14,970		16,233	ł	8,509	1
Letters and Science	19,598	16,184	13,423	12,265	11,059	10,840	9,249	8,886
Library	!	ì	14,866	11,693	11,065	987,6	¥ 8,313	8,791
Nursing	ł	16,811	1	12,601	ر 10 , 100	11,289	į	8,729
Pharmacy	18,570	ł	14,356	ŧ	12,055	ł	!	5

The School of Business and the School of Pharmacy do not have women employed at any of the levels of Professor - Instructor. Note:

II. COLLEGE OF AGRICULTURAL AND LIFE SCIENCES

A total of 30 departments are represented in this college. Of this total, 20 departments have no women on the academic staff while the remaining 10 departments show women represented at some academic level. There are no women in the category of Administration.

Following is a broad view of academic women in the College of Agricultural and Life Science. Data for the individual departments can be seen in the collection of data sheets in Appendix A.

Table I
PERCENT OF TOTAL COLLEGE PEMBERSHIP
REPRESENTED BY WOMEN (BY TITLE)

Madison: College of Agricultural and Life Sciences
University of Wisconsin

1969-70

Title S	Percent Women are Headcount	of Total Membership FTE
Professor	10.2%	10.3%
Associate Professor	. 3.8%	3.9%
Assistant Professor	13.0%	12.4%
Instructor	42.4%	45.5%
Administration	0.0%	0.0%
Professional, Scientific, and Specialist	22.2%	21.0%
Total for Agriculture and Life Science (All titles)	11.5%	11.2%



Table II
NUMBER OF WOMEN (BY TITLE)

Madison: College of Agricultural and Life Sciences
University of Wisconsin
1969-70

Title	Numbers of	Women
	Headcount	FTE
Professor	16.06	16.06
Associate Professor	2.25	2.25
Assistant Professor	8.23	7.73
Instructor	1.00	1.00
Administration	.0	.0
Professional, Scientific, & Specialist	10.82	9.98
Total for Agriculture and Life Science	38.36	37.02

Table III DOLLAR DIFFERENTIAL* OF ACADEMIC WOMEN (BY TITLE) Madison: College of Agricultural and Life Sciences University of Wisconsin

1969-70

Dollar Differential
-1,482
- 951
- 941
-1,333
-1,653

^{*} Based upon academic year mean salaries and includes departments where both sexes are not represented.



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Science would seem to fare better than their female colleagues in the College of Letters and Science. Although the percentage of women in the totals of both colleges are roughly equal there is a significant increase in the percentage of women at the Professorial rank in the College of Agricultural and Life Science. There is a minor increase at the Assistant Professor and Instructor levels and a decrease at the Associate Professor and Professional, Scientific, and Specialist levels when compared to the College of Letters and Science.

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However, it is worth noting that the School of Family Resources and Consumer Science is included in the College of Agricultural and Life Science.

If this traditionally "women's field" is excluded from the statistics, the College of Agricultural and Life Science takes on a different appearance. (Table IV)

Table IV

- 73% - 13%

A VIEW OF THE ACADEMIC MEMBERSHIP OF THE COLLEGE OF AGRICULTURAL AND LIFE

SCIENCE WITH THE SCHOOL OF FAMILY RESOURCES INCLUDED AND EXCLUDED

Madison Campus, University of Wisconsin 1969-70

				Head	Headcount			
		Inc	Included			Exc1	Excluded	
Title	Ж	W	Ħ	% Women	M	¥	[+	% Women
Professor	140.70	16.06	156,76	10.2	140.43	6.17	146.60	4.2
Associate Professor	56.23	2.25	58.48	8.0	56.23	.25	56.48	7.
Assistant Professor	54.81	8.23	63.04	13.0	54.33	1.50	55.83	2.7
	1.36	1.00	2.36	42.4	1.36	8.	1,36	0
Administrator	4.98	00.	4.98	0.	4,38	00.	4.38	0.
Professional, Scientific, and Specialist	37.99	10.82	48.81	22.2	37.99	7.82	45.81	17.1
Total	296.07	38.36	334.43	11.5	294.72	15.74	310.46	5.1
		·		F.T.E	ក			
Professor	140.34	16.06	156.40	10.3	140.09	6.17	146.26	4.2
Associate Professor	56.06	2.25	58.31	3.9	56.06	. 25	56.31	4.
Assistant Professor	54.81	7.73	62.54	12.4	54.33	1.50	55.83	2.7
Instructor	1.20	1.00	2.20	45.5	1.20	8	1.20	o
Administrator	4.93	00.	4,93	٥.	4.38	%	4.38	ó
Professional, Scientific, and Specialist	37.49	9.98	47.47	21.0	37.49	6.98	44.47	15.7
Total	294.83	37.02	331.85	11.2	293.55 14.90	14.90	308.45	4.8

It can be seen that by merely excluding one traditionally "women's area" the numbers and percentages of women's representation changes dramatically. The numbers and percentages of women is greatly reduced and this is seen especially at the professorial ranks. Further, it is worth noting that even in the School of Family Resources and Consumer Science, where males are in the minority, the mean salary for males exceeds that of their female colleagues at every level where both sexes are represented and that a man holds the only position with the title of Administration. If one compares the women's mean salary in the School of Family Resources and Consumer Science with the mean salary of their male colleagues in the College of Agricultural and Life Science, the discrepancy in dollar differential increases even more.

The College of Agricultural and Life Science does seem to follow the pattern of the College of Letters and Science in that in all but one department the women's dollar differential is significantly below that of the males at each level. Women are relatively concentrated in the School of Family Resources and Consumer Science. Their distribution across the academic levels is scattered. When the School of Family Resources and Consumer Science is included in the Agricultural and Life Science totals, the percentage of women represented generally decreases as the level increases. When it is excluded: (1) the percentage of women at the professorial ranks is significantly decreased but not in the general pattern of decreasing as the ranks get higher; (2) one half of the women are in the Frofessional, Scientific, and Specialist category. Therefore, the sample of women in the three professorial ranks is quite small and defies generalizations.



APPENDIX A

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Data for the College of Agriculture and Life Science
Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Campus Madison

College or School Ag. & Life Science

Department Admin- Office of Dean & Dir.

Department Code 2-04-0300

			NUMBER	ER				AVERAGE	AVERAGE SALARY			MEDIAN	F =	·
┰	Ή	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	•					·	-							
	·									•				
 				. <u>-</u>										
l	2.35		2.35	2.35		2,35	22,453			22,453				
	2.35		2.35	2.35		2.35	22,453			22,453				

ERIC Patent result y to STATUS OF Whiten STUDY

Department Admin-Resident Instruction College or School Ag. & Life Science 2-04-1000 Madison Department Code_ Campus

RANK			NUMBER	æ				AVERAGE SALARY	SALARY			MEDIAN		·
23	H	Headcount			F.T.E.								,	
3	Male	Female	Tota1	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.						·								
Assoc. Prof.										·				
Asst. Prof.	79.		.67	.67	·	.67	11,045	·		11,045	11,045			11,045
Instr.	1.00		1.00	1.00		1.00	10,309			10,309	10,309			10,309
Admin.	1,33		1.33	1.33		1.33	18,947	·		18.947	18,613			18,613
Prof. Sci. & Spec.	70°		.07	.07		.07	17,836			17,836	17,836			17,836
Total	3.07		3.07	3.07		3.07	14,383			14,383				

STATUS OF THEN STUDY

Campus Madison

College or School Ag. & Life Science

Department Admin - Wis. Experimental Station

Department Code 2-04-1200

	•	Total		·				13,444	
		Dollar Dif.			-		·		-
MEDIAN		Female					•		
		Male		·				13,444	,
		Total		·			·	13,444	13,444
AVERAGE SALARY	ļ	Dollar Dif.				·			
AVERAGE		Female						·	
	·	Male						13,444	13,444
	-	Total						1.82	1.82
	F.T.E.	Female		·				·	
es es		Male		-,				1.82	1.82
NUMBER		Total						1.82	1.82
	Headcount	Female		,					
	Не	Male						1.82	1.82
RANK	24		Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



STATUS OF COMEN STUDY

MADISON

Campus

College or School AGRICULIURE & LIFE SCI

AGRONOMY Department Department Code 2-04-1500

RANK			NUMBER	æ				AVERAGE	AVERAGE SALARY		-	MEDIAN		·
2	HE	Headcount		. 3	F.T.E.				,				· ·	
5	Male	Female	Total	Male	Female	Total	Maie	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	60.3	6	7 03	60.7	,	. 60	11	900	** F	7	760	90	6	•
Assoc. Prof.	2.00		2.00	2.00	8	2.00	11,945			1	7			
Asst. Prof.	7.00		7.00	7.00		7.00	11.179			11.179	11.536			
Instr.														
Admin.				•				·	•			•		
Prof. Sci. & Spec.	2.00		2.00	2.00		2.00	7,184			7,184	7,184			
Total	17.03	1.00	18.03	17.03	1.00	18.03	12,869	12,869 18,736 + 5,867 13,190	+ 5,867	13,190				·

STATUS OF JONEN STUDY

MADISON ~ Campus

College or School AGRI. & LIFE SCI.

BACTERIOLOGY Department

Department Code 2-04-1800

			***					'A-J	
		Total			-				
		Dollar Dif.	- 4 5k1					- 572	
MEDIAN		Female	18 327					6,545	
		Male	22 868		11,667			5,973	
		Total		1	11,823			6,257	16,292
SALARY	•	Dollar Dif.	- 4.494 22 14.9		-		· · · · · · · · · · · · · · · · · · ·	+ 572	- 3,721 16,292
AVERAGE SALARY	•	Female	18 227	T .	100.1.1			200	
		Male	22 831		11,823			5,973	15.10 16,740 13,019
	ı.	Total	6,63		2.83			1.65	15.10
	F.T.E.	Female	0			·		. 82	1.82
æ		Male	5.69	4.00	2.83			.83	13.28
NUMBER		Total	6 62	4.00	2.83			1.65	15.10
	Headcount	Female	00 1					.82	1.82
	He	Male		4.00	2.83			.83	13.28
RANK	2	6	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total





STATUS OF CEN STUDY

Campus MADISON

College or School AGR, & LIFE SCI.

Department BIOCHEMISTRY

Department Code 2-04-2100

 								A- 6	
		Total			·			·	
	•	Dollar Dif.							
MEDIAN	•	Female				•		·	
		Male	18,638	15,810	12,805				
		Total	18,783	15,763	12,805				17,770
AVERAGE SALARY		Dollar Dif.			· ·	·			
AVERAGE		Fenale							
		Male	18,783	15,763	12,805				16.33 17,770
		Total	12.81	1.52	2.00	į			16.33
٠	F.T.E.	Female						·	
es.		Male	12.81	1.52	2.00				16.33
NUMBER		Total	12.81	1,52	2.00				16.33
	Headcount	Female							
	He	Male	12.81	1.52	2.00				16.33
RANK	•	27	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

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STATUS OF CAEN STUDY

MADISON Campus

College or School AGRI. & LIFE SCI.

DAIRY PLANT Department

2-04-2700 Department Code_

RANK			NUMBER	3R	•			AVERAGI	AVERAGE SALARY			MEDIAN	5 :	
2	Ä	Headcount			F.T.E.								; E	
28	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.														
Assoc. Prof.					:			_	·			·		
Asst. Prof.											-			
Instr.					·			·				:		
Admin.													·	•
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	6,423			6,423	6,423		·	
Total .	1.00		1.00	1.00		1.00	6,423			6,423				





STATUS OF COMEN STUDY

College or School AGR. & LINE SCI. DAIRY SCIENCE Department Code 2-04-3000 MADISON Department Campus

		Total		·				·	
		Dollar Dif.							·
MEDIAN		Female				•	-	·	
		Male	18,614	12,457	11,209	•		7,184	
		Total	18,128	12,817	11,154			7,223	11,491
AVERAGE SALARY		Dollar Dif.	,						
AVERAGI		Female							
		Male	18,128	12,817	11,154			7,223	11,491
		Total	2.91	3.95	3.18			5.50	15.54
	F.T.E.	Female							
E E		Male	2.91	3.95	3.18		·	5.50	15.54
NUMBER		Total	2.91	3.95	3.18			5.50	15.54
	Headcount	Female							
	ř	Male	2.91	3.95	3.18			5.50	15.54
RANK	2	9	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

STATUS OF OMEN STUDY

Campus MADISON

College or School ACRI. & LIFE SCI.

Department ECONOMICS (AGHICULTURAL)

Department Code 2-04-

										1				
RANK			NUMBER	بغ		,		AVERAGE SALARY	SALARY	·		MEDIAN		
3	ř	Headcount			F.T.E.									
10	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Femule	Dif.	Joeal
Prof.	11.20		11.20	11.20		11.20	17,817			17.817 16.936	16,936			Part of the Part o
Assoc. Prof.	3.71			3.71		3.71	13,855			13,855	13,418			
Asst. Prof.	1.74		1.74	1.74		1.74	11,869			11,869	11,885			
Instr.						•								
Admin.												·		
Prof. Sci. & Spec.		1.00	1.00		99•	99°		7,181	· .	7,181		7,181		
Total	16.65	1.00	17.65	16.65	99•	17.31	17.31 16,312	7,181	- 9,131 15,964	15,964		·	,	

•

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STATUS OF THEN STUDY

MADISON Campus College or School AGRI. & LIFE SCI.

Department EDUCATION (AG. & EXT.)

2-04-3600 Department Code_

. 1			1	1		i	,	W~∓∩	
		Total			·				;
		Dollar Dif.		- 1,089					
MEDLAM		Female		12,027		•	·		
		Male	18,818	13,116	11,045			10,000	
		Total	18,273	662 12,569	11,593			10,000	2,01413,972
AVERAGE SALAKK		Dollar Dif.		- 662			·	· .	- 2,014
AVERAGI		Female		12,027		•		·	12,027
		Male	18,273	12,689	11,593		;	10,000	7.31 14,041
•		Total	2.64	1.38	2.29		•	1.00	7.31
	F.T.E.	Female		.25	-				.25
X		Male	2.64	1.13	2,29			1.00	7.06
NUMBER		Total	2.64	1.38	2.29			1.00	7.31
	Headcount	Female	·	.25					.25
	Ħ	Male	2.64	1.13	2.29			1.00	7.06
RANK	31	l	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



STATUS OF DMEN STUDY

A to an and the same of the same of

MADISON Campus

College or School AGRI. & LIFE SCI.

Department ENGINEERING (AGRI.)

2-04-3900 Department Code

			1				 !	W_TT	
		Total			·				
		Dif.						·	
MEDIAN		Female							
-		Male	18,491	13,745	12,191	<u> </u>		6,226	
		Total	18,768	13,891	12,191	·		6,226	14,799
AVERAGE SALARY	,	Dollar Dif.							
AVERAGI		Female							
		Male	18,768	13,891	12,191			6,226	8.03 14,799
		Total	2.63	3.90	1.00			.50	8.03
1	F.T.E.	Female							
es es		Male	2.63	3.50	1.00			.50	8.03
NUMBER		Total	2.63	3.90	1.00			.50	8.03
	Headcount	Fema1e							
	He	Male	2.63	3.90	1.00			.50	8.03
RANK	33	2	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



1

MADISON Campus College or School AGRI. & LIFE SCI.

ENTOMOLOGY

Department

2-04-4200 Department Code_

RANK	-		NUMBER	es Es				AVERAGE	AVERAGE SALARY			MEDIAN		
3	# H	Headcount			F.T.E.								,	
3	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	11.95		11.95	11.95		11.95				16,809	16.527			
Assoc.						1				1				
Prof.	2.72		2.72	2.72		2.72	12,554			12,554	12,498			
Asst.	_													
Prof.				•										•
Instr.												•		
											·			
Admin.														
Prof. Sci.														A
s Spec.	4.09		4.09	4.09		4.09	6,171	·		6,171	5,727			
Total														
	18.76		18.76	18.76		18.76	18.76 13,873			13,873				





STATUS OF THEN STUDY

Campus MADISON (
College or School AGRI. & LIFE SCI.

Department FOOD SCI. & INDUSTRIES

Department Code 2-04-4600

RANK	: :		NUMBER	38	-	·		AVERAGE	AVERAGE SALARY			MEDIAN	-	•
	æ	Headcount			F.T.E.								 -	-
34	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	5.53	1.91	7.44	5.53	16.1	7.44	7.44 18,524	17,657	198 -	18,301	18,655	17,632	- 1,023	
Assoc. Prof.	4.72	·	4.72	4.72	·	4.72	13,674			13,674	13,500			
Asst. Prof.	2.59		2.59	2.59		2.59	9,475			9,475	10,244	÷		
Instr.						•		·	·					
Admis.														
Prof. Sci. & Spec.					·									
Total	12.84	1.91	14,75	12.84	1.91	14.75	14,916	17,657	+2,741 15,271	15,271				

A-13

STATUS OF WIMEN STUDY

MADISON Campus College or School AGRI. & LIFE SCI.

Department FOOD RESEARCH INSTITUTE

2-04-4700 Department Code

RANK			NUMBER	ER				AVERAGI	AVERAGE SALARY			MEDIAN	Z	
3	茁	Headcount			F.T.E.								•	
5	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Tota1	Male	Female.	Dollar Dif.	Total
Prof.	1.87	·	1.87			1.87	17.437				-			
Assoc. Prof.	1.00		1.00	1.00		1.00	13,664						·	
Asst. Prof.	2.41		2.41	2.41		2.41	11.297			+	11 197			
Instr.								·				·		
Admin.	·							-						
Prof. Sci. & Spec.	.25	·	.25	.25		.25	23,727			23,727	23,727			
Total	5.53		3.53	5.53		5.53	14,363			14,363				

STATUS OF "... MEN STUDY

M-17 Total Dollar Dif. AGRI. & LIFE SCI. MEDIAN Female 2-04-5400 GENETICS Male 14,114 | 14,114 12,639 | 12,866 19,432 MADISON 19,565 17,649 Total College or School_ Department Code Dollar Dif. AVERAGE SALARY Department Campus_ Female 10.14 17,549 19,565 1.00 |14,114 2.00 |12,639 Male Total 7.14 Female F.T.E. 10.14 1.00 5.00 7.14 Male NUMBER 10.31 Total 2.00 1.00 7.31 Headrount Female 10.31 Male 2.00 1,00 7.31 Prof. Sci. & Spec.

Instr.

Prof. Asst.

Assoc. Prof.

Prof.

36

RANK

Admin.

Total

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4

STATUS OF () MEN STUDY

Campus Madison

College or School Ag. & Life Science

Department School Family Resources & Consumer Science

Department Code

2-04-57

RANK			NUMBER	æi			:	AVERAGE	AVERAGE SALARY			MEDIAN	17	·
3	He	Headcount	keit fi		F.T.E.				1					
7	Male	Female	Total	Male	Female	Torks	Male	Female	Dellar Dif.	Total	Male	Female	Dif.	Total
Prof.	.27	68.6	10.16	.25	9.89	10.14	20,045	15,908	-4,137	16,010	20,045	15,745	-4,300	
Assoc. Prof.		2.00	2.00		2.00	2.00		12,387		12,387		12,387		ì
Asst. Prof.	.48	6.73	7.21	87.	6.23	6.71	10,923	10,437	- 486	10,472	10,437	10,000	- 437	
Instr.		1.00	1.00		1.00	1.00		8,500		8,500		8,500		
Admin.	09.		09.	.55		.55	20,045			20,045	20,045			·
Prof. Sci. & Spec.		3.00	3.00		3.00	3.00	·	7,917		7,917		7,950		
Total	1.35	22.62	23.97	1.28	22.12	23.40	16,565	12,635 -3,930	-3,930	12,849				

ERIC Full Text Provided by ERIC

STATUS OF "JMEN STUDY

2-04-6000 AG. & LIFE SCI. Department HORTICHLINEE College or School Campus MADISON Department Code

		Total					2		
	P	Dollar Dif.							
MEDIAN		Female				·	·		
		Male	15,545	12,109	10,636			6,550	
		Total	16,593	12,204	11,216			6,415	12,524
AVERAGE SALARY	3.	Dollar Dif.				•			ī
AVERAGE		Female							
		Male	16,593	12,204	11,216			۲,415	12,524
		Total	7.11	3.16	2.66			4.00	16.93
•	F.T.E.	Female		•		,			
84		Male	7.11	3.16	2.66			4.00	16.93
NUMBER		Total	7.11	3.16	2.66			4.00	16.93
	Headcount	Female							
	He	Male	7.11	3.16	2.66			4.00	16.93
RANK		38	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



STATUS OF THEN STUDY

MADISON Campus

College or School AG. & LIFE SCIENCES

Department INTERNATIONAL AG. PROGRAMS

Department Code 2-04-6200

	1		9	1	l		4	Î		A-10	
			Total	:							
		100	Dif.								
MEDIAN	-		Female								
			Male				10,636	•		19,187	
			Total				10,636			19,757	16,379
AVERAGE SALARY			Dollar Dif.						·		. ,
AVERAGE			Female								
			Male				10,636			19,757	2.70 16,379
			Total				1.00			1.70	2.70
		F.T.E.	Female								
# H		-	Male				1.00			1.70	2.70
NUMBER			Total				1.00			1.70	2.70
		Headcount	Female								
		H	Male				1.00			1.70	2.70
RANK		•	39	Prof.	Assoc. Prof.	Asst.	FIOI	Instr.	Admin.	Prof. Sci. & Spec.	Total





Campus

College or School AG. & LIFE SCI.

Department JOURNALISM (AG)

Department Code 2-04-6300

NIMBER	NIMB	NUMB	ш	ĸ				AVERAGE	AVERAGE SALARY			MEDIAN	6 27	
				1									~	
Headcount	eadcount				7.T.E.				6				Dollar.	
Male Female Total Male F	Total Male	Male		_ F4	Female	Total	Male	Female	Dif.	Total	Male	Female	Dif.	Total
2.78 .26 3.04 2.78	3.04		2.78		. 26	3.04	15,886	15,022	- 864	15,812	15,431	15,022	- 409	
29. 29. 29.	-	-	29.			.67	12,027			12,027	12,027			
2.26 2.26			2.26			2.26	11,032			11,032	10,391			
.36 .20			.20			.20	7,451			7,451	7,451			
					•									
09. 09.			09°			09.	10,718			10,718	10,718			
6.67 .26 6.93 6.51	6.93		6.51		.26	6.77	6.77 13,074	15,022	+ 1,948 13,143	13,143				

*All statistics refer to employment as a Lecturer



STATUS OF PAEN STUDY

College or School AG. & LIFE SCI. Department LAND TENURE CENTER 2-04-6400 MADISON Department Code_ Campus

		ᇻ	Î	ĺ		1		A-20	
		Total	.						
	•	Dollar Dif.				·		- 1,348	
MEDIAN	·	Female					·	4,870	
		Male	16,378	13,557	12,068			6,218	
		Total	17,537	13,292	12,068			5,976	8,258
AVERAGE SALARY		Dollar Dif.						- 1,008	- 5,095
AVERAGE		Female						5,661	5,661
		Male	17,537	13,292	12,068			699,9	11.22 10,756
		Total	.76	1.50	96.			8.00	11.22
-	F.T.E.	Female						5.50	5.50
æ		Male	97.	1.50	96*	•		2.50	5.72
NUMBER		Total	.76	1.50	96.			9.00	12.22
	Headcount	Female						6.00	6.00
	HE	Male	.76	1.50	96.			3.00	6.22
RANK	4	1	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total





STATUS Of JONEN STUDY

Campus MADISON

College or School AG. & LIFE SCT.

Department LIBRARY (AG)

Department Code 2-04-6600

		Total			•				
Z	;	Dollar Dif.							
MEDON		Female							
		Male		14,236					
		Total		14,236					14,236
AVERAGE SALARY		Dollar Dif.		·				-	,
AVERAGI		Female							· · · · · · · · · · · · · · · · · · ·
		Male	-	14,236					14,236
		Total		1.00					1.00
	F.T.E.	Female							
ĸ.		Male	·	1.00					1.00
NUMBER		Total		1.00					1.00
	Headcount	Female							
	He	Male		1.00					1.00
RANK		42	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

STATUS OF MEN STUDY

MADISON Campus College or School AG. & LIFE SCI.

Department MEAT AND ANIMAL SCIENCE

Department Code_

2-04-6900

a •		•		4			£	4	rs & & &	
			Total							
		;	Dollar Dif.							
MEDIAN	TENTE STATE OF THE		Female	**	·			·		
			Male	16,896	13,336	11,291			7,159	
			Total	16,581	13,735	11,000	,		7,257	13, 392
CATADV.	AVEKAGE BALAKI	,	Dollar Dif.							,
30 A CTCT A	Avekage		Female					٨		
	-		Male	16,581	13,735	2.72 11,000			7,257	13,392
	_		Total	96.9	3.11	2.72			2.72	15.49
		F.T.E.	Female	-	·				·	
	≃4		Male	96.9	3.11	2.72			2.72	15,49
	NOMBER		Total	6.94	3.11	2.72			2.72	15.49
		Headcount	Female							
		He	Male	6.94	3.11	2.72			2.72	15.49
	RANK	43		Prof.	Assoc. Proi.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

STATUS OF COMEN STUDY

Campus Madison

College or School Ag. & Life Science

Department School of Natural Resources

Department Code 2-04-73

RANK			NUMBER	ER ER				AVERAGE	AVERAGE SALARY			MEDIAN	1-20	
44	He	Headcount			F.T.E.									
: 	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Totai
Prof.	6.68		6.68	6.68		:	17,703			17,703	17,453]
Assoc. Prof.	7.69		7.69	7.69		7.69	13,103			13,103	13,304			
Asst. Prof.	3.37		3.37	3.37		3.37	11,242		·	11,242	11,004			
Instr.						·								
Admin.	07.		.70	. 70		02.	22,091			22,091	22,091			
Prof. Sci. & Spec.					·				· .					
Total	18.44		18.44	18.44		18.44 14,771	14,771	·		14,771				

STATUS OF "SPEN STUDY

Campus

MADISON

College or School AG. & LIFE SCI.

Department NUTRI. SCI. - GENERAL

2-04-7400 Department Code

, .						1	1	A-24	
	•	Total				•			·
	· · · · · · · · · · · · · · · · · · ·	Dollar Dif.	-2,065	·	- 307			·	
MEDIAN		Female	16,393		11,332		,		
		Male	18,458	14,032	11,639		-		,
		Total	17,713	13,656	11,332				15,235
AVERAGE SALARY	,	Dollar Dif.	-2,756			. •			+ 225
AVERAGE	: ·	Female	16,393		11,332				15,381
		Male	19,149	13,656	11,332				15,156
		Total	3.84	1.33	1.90				7.07
	F.T.E.	Female	2.00		.50			-	2,50
g	· ·	Male	1.84	1.33	1.40	·			4.57
NUMBER		Total	4.01	1.50	1.90				7.41
	Headcount	Female	2.00		.50				2.50
	He	Male	2.01	1.50	1.40				4.91
RANK		45	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

STATUS OF OMEN STUDY

MADISON Campus_ College or School AG. & LIFE SCI.

Department PLANT PATHOLOGY - GENERAL

Department Code 2-04-75

AVERAGE SALLRY		tale Female Total Male Female Dif. Total Male Female Dif. Total		1.00 13,631 13,631 13,631	2.00 2.00 11,536 11,536 11,536			4.91 4.91. 6,294 6,308	22.07
- A1		Male	14.60 17,173	1.00 13,631				1	22.07 14,320
ER	हिन हिन	Male Female	14.60	1.00	2.00			4.91	22.07
NUMBER	Headcount	e Female Total		1.00	2.00			16.4	7 22.07
RANK		Male Male	Prof. 14.60	Assoc. Prof. 1.00	Asst. Prof. 2.00	Instr.	Admin.	Prof. Sci. & Spec. 4.91	Total 22.07

STATUS OF THEN STUDY

Campus MADISON

College or School AG. & LIFE SCI.

Department POULTRY SCIENCE

Department Code 2-04-7800

		7.70												
RANK			NIMBER	æ		agentinative Victoria		Average	AVERAGE SALARY			MEDIAN		
	Ä	Headcount			F.T.E.									-
4	•								110				กิดใใสก	
17	Male	Female	Total	Male	Female	Total	Male	Female	Dif.	Total	Male	Female	Dif.	Total
Prof.	3.78		3.78	3.78	:	3.78	17,548			17,548	17,264			
Assoc. Prof.					·						·			
Asst. Prof.	1.10		1.10	1.10		1.10	10,621			10,621	10,739			·
Instr.												•		
Admin.														1
Prof. Sci. & Spec.														
Total										·				
	4.88		4.88	4.88	•	4.88	4.88 15,987			15,987				

STATUS OF "OMEN STUDY

MADISON

College or School AG, & LIFE SCI.

SOCIOLOGY (RURAL) Department

2-04-8400 Department Code

RANK			NUMBER	32 32	٠			AVERAGE	AVERAGE SALARY			MEDIAN		
	H	Headcount		,	F.T.E.				,				,	
48	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	4.60		7.60	7.60		4.60	18,738			18,738	18,573			
Assoc. Prof.	.67		.67	.67		79.	14,400			14,400	14,400			
Asst. Prof.	1.54		1.54	1.54		1.54	12,013			12,013	11,864		;	
Instr.											į			
Admin.	·													
Prof. Sci. & Spec.														
Total	6.81		6.81	6.81		6.81	16,790			16,790				

STATUS OF WATEN STUDY

MADISON Campus College or School AG. & LIFE SCI.

SOILS Department

2-04-8600 Department Code_

RANK			NUMBER	æ				AVERAGE	AVERAGE SALARY			MEDIAN	1-2	
	ř	Headcount			F.T.E.			-					:	
49	Male	Female	Total	Male	Female	Tot	Maie	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	9.78		9.78	82.6			18,275	;		18,275	16,282			
Assuc. Prof.	4.43		4.43	4.43		4.43	12,251			12,251	11,999	·		
Asst. Prof.	1.12		1.12	1.12		1.12	10,532			10,532	10,420			
Instr.		·								·				
Admin.														·
Prof. Sci. & Spec.	•				·				-					
Total	15.33		15.33	15.33	·	15.33	15.33 15,969			15,969				

STATUS OF CAEN STUDY

Campus

College or School AG. & LIFE SCI.

Department UNIV. EXP. FARMS

2-04-8900 Department Code

	i													
			NUMBE	Ē.				AVERAGE	AVERAGE SALARY			MEDIAN		
	He	Headcount			F.T.E.								,	
	Male	Female	Total	Male	Femaíe	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	2.37		2.37	2.37		2.37	15,442			15,442	15,505			
	1.85		1.85	1.85		1.85	13,514	·		13,514	13,475			
	3.85		3.85	3.85		3.85	10,472			10,472	10,626			
-											·		٠	
and the second s	4.00		4.00	4.00	·	4.00	9,413		· .	9,413	6,599			
	-0.7	·	12.07	12.07		12.07	12.07 11,563			11,563			-	

ERIC Full Text Provided by ERIC

STATUS OF CHEN STUDY

free and

Campus MADISON

College or School AG. & LIFE SCI.

Department VET. SCIENCE

Department Code 2-04-9000

								A- 30	
·		Total			·				
		Dollar Dif.			-3,155				-
MEDIAN		Female			777.6				
		Male	18,327		12,932				
·		Total	18,474		12,090				16,563
AVERAGE SALARY		Dollar Dif.			-3,189				-7,394
AVERAGE		Female			777,6.				9,777
		Male	18,474	. ,	12,966			_	17,171
		Total	8.52		3.64				12.16
	F.T.E.	Female			1.00		·		1.00
~	·	Male 1	77	-	2.64				11.16
NUMBER		Total	8.52		3.64				12.16
	Headcount	Female			00 1		-		1.00
	He	Male	2		2.64				11.16
RANK	5	1	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

STATUS OF ... MEN STUDY

.

Campus Madison

College or School Ag. & Life Science

Department Totals

Department Code 2-04

						ľ								
			NUMBER	œ				AVERAGE	AVERAGE SALARY			MEDIAN	17	
	He	Headcount			F.T.E.								:	
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	2	ì	16.06 156.76 140.34	140.34	16.06	156.40 17,971	17,971	16,489 -1,482	-1,482	17,818		b	·	
	56.23	2.25	58.48	56.06	2.25	58.31	58.31 13,298	12,347	- 951	13,261				
	54.81	8.23	63.04	54.81	7.73	62.54	11,351	10,410	- 941	11,234				
	1.36	1.00	2.36	1.20	1.00	2.20	9,833	8,500	8,500 -1,333	9,227				
	4.98		4.98	4.93		4.93	4.93 21,179			21,179				•
Prof. Sci. & Spec.	37.99	10.82	48.81	37.49	96.6	47.47	8,165	6,512	6,512 -1,653	7,817				A−31
	296.07	38.36	334.43 294.83	294.83	37.02	331.85 14,617	14,617	12,065 -2,552	-2,552					
			***************************************						,					

III. SCHOOL OF BUSINESS

In the School of Business women are represented only at the Professional, Scientific, and Specialist level. There are no female Professors, Associate Professors, Assistant Professors, Instructors, Lecturers, nor any women at the Administrative level.

The following table shows the percent of women in the School of Business.

PERCENT OF SCHOOL OF BUSINESS MEMBER REPRESENTED

BY WOMEN (BY TITLE)

Madison: School of Business, University of Wisconsin

1969-70

Title	Percentage	of Women	*
	Headcount	FTE	
Professor	0Z	0%	
Associate Professor	0%	0%	
Assistant Professor	0%	0%	
Instructor	0%	0%	
Professional, Scientific & Specialist	30.0%	28.7%	
Total for School of Business (all titles)	4.0%	4.1%	•

The details of the numbers of women and the dollar differential can be seen by referring to Appendix A.



APPENDIX A

Data for the School of Business

Madison Campus, University of Wisconsin 1969-70

MADISON Campus College or School BUSINESS

BUSINESS Department_

2-12-2000 Department Code

RANK			NUMBER	æ				AVERAGE SALARY	SALARY			MEDIAN		
5.)H	Headcount			F.T.E.								•	
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	25.76		25.76	24.76		24.76	19,057			19,057	19,223			
Assoc. Prof.	5.37		5.37	5.37		5.37	15,933			15,933	15,845			
Asst. Prof.	31.50		31.50	31.50		31.50	13,613			13,613	13,385			,
Instr.	1.00		1.00	1.00		1.00	12,250	,		12,250	12,250			
Admin.	1.20		1.20	1.20		1.20	21,876			21,876	21,446			
* Prof. Sci. 6 Spec.	7.00	3.00	10.00	5.61	3.00	8.61	14,094	7,400	-6,694	11,761	15,000	6,382	-8,618	
Total	71.83	3.00	74.83	69.44	3.00	72.44	15,895	7,400	-8,495	15,543				

*The data includes 2.00 (headcount) and 1.8 $\,$ rTE) males employed as Lecturers.



IV. SCHOOL OF EDUCATION

Women are employed in 15 of the 21 departments in the School of Education. Six departments employ men only; two departments employ women only. Four departments among those employing women have men in the upper levels but women only in the Professional, Scientific, and Specialist category.

Department by department data is contained in Appendix A. Tables for the entire School of Education are reproduced below.

TABLE I

PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: School of Education University of Wisconsin

1969-70

1,707		
	Percent Women are	in Total Membership
Title	Headcount	FTE
Professor	11.7%	11.8%
Associate Professor	12.8%	13.0%
Assistant Professor	12.6%	12.6%
Instructor	24.4%	25.9%
Administration	0%	. 0%
Professional, Scientific, and		
Specialist	45.2%	42.7%
*Lecturer	77.8%	83.0%
Total for Education (all titles)	20.4%	19.2%

*Lecturers were culled from the Professional, Scientific, and Specialist category, the "catch-all" category. Please note that Lecturers are included in the Professional, Scientific, and Specialist figures.



TABLE II

NUMBER OF WOMEN (BY TITLE)

Madison: School of Education

University of Wisconsin

1969-70

	Numbers of	Women	
Title	Headcount	FTE	
Professor	8.67	8.67	
Associate Professor	5.17	5.17	
Assistant Professor	6.86	6.86	
Instructor	1.05	1.05	
Administration	C	o	
Professional, Scientific, and			
Specialist	25.38	25.38	
*Lecturer	7.00	6.50	
Total for Education (all titles)	47.13	42.96	

*See note at bottom of TABLE I

TABLE III

DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)

Madison: School of Education

University of Wisconsin

1969-70

Title	Dollar Differential
Professor	~2073
Associate Professor	- 666
Assistant Professor	6
Instructor	- 258
Professional, Scientific, and Specialist	-2013

The School of Education is unlike the College of Letters and Science in that women are fairly uniformly distributed in the professorial ranks in percentages, and form a higher percentage of the Professor, Associate Professor, Assistant Professor, and Lecturer positions than do women in Letters and Sciences. As is true in Letters and Sciences, however, there is a positive correlation between increase in level and increased discrepancy in dollar differential, though that discrepancy is smaller in the School of Education than in the College of Letters and Sciences.

A closer examination of the data reveals some interesting characteristics of the School. Physical Education is included in the School and accounts for nearly all the female full Professors. When the Physical Education departments, Women's Physical Education, Professional and Basic, Men's Physical Education, Professional and Basic, the Nielson Tennis Stadium, and the Intramural Recreation Program are removed from the School of Education statistics—departments which offer a program distinctly different from those offered elsewhere in the School—the percentages and numbers change in a noteworthy way.

TABLE IV

PERCENTAGE OF SCHOOL MEMBERSHIP REPRESENTED BY WOMEN,

EXCLUSIVE OF THE DEPARTMENTS OF PHYSICAL EDUCATION (BY TITLE)

Title	Heado	ount	J	FTE
	<u>Number</u>	Percent	Number	Percent
Professor	1.67	2.7%	1.67	2.8%
Associate Professor	1.67	5.0%	1.76	5.1%
Assistant Professor	3.86	9.1%	3.86	9.1%
Instructor	1.05	34.4%	1.05	34.4%
Professional, Scientific, & Specialist	20.28	43.9%	16.11	40.4%
^k Lecturer	1.90	48.7%	1.40	51.3%
Total (All titles)	28.53	15.1%	24.36	13.4%

^{*}See note to Table I



4 , /

Table IV shows the very close correspondence between the level by level percentages of women in Letters and Sciences and in those departments of the School of Education concerned with Administration, Art, and the training of future public educators. We may now say of these revised statistics that as the academic level gets higher, the percentages of women at each level decrease.

A number of special features of the School of Education seem significant. Looking again at the Physical Education departments, in which women at the rank of Professor are concentrated, we find that female Professors in Women's Physical Education make better than \$300 more on the mean average than their male counterparts in the Men's Physical Education departments. On the other hand, the female full Professors who hold appointments in Men's Physical Education average less than do male full Professors in Men's Physical Education, and a comparison of men and women in Women's Physical Education and Men's Physical Education departments reveals that the mean salary for women is lower than for men at all levels other than Professor. See Appendix A.14 and A.16 for exceptions at the Assistant Professor level.

In the Professional, Scientific, and Specialist category, we find a tendency among departments employing both men and women for women to hold the lower paid Specialist positions, only occasionally to hold better paying jobs in lesser administrative positions, and never to hold the high paying directorships of centers, bureaus, and projects. This generally accounts for the large dollar differential between the mean salaries of men and women at the Professional, Scientific, and Specialist level.



Though public school teaching has been traditionally a "woman's field,"*
we find that the staffs responsible for training public school teachers at
the University of Wisconsin are predominantly male. In the Administration
of the School of Education, the Dean, Associate and Assistant Deans, and
Assistants to the Dean are men. The sole woman who holds an academic appointment in the Administration is a Specialist. In the department concerned with
the provision of teacher training, the Department of Curriculum and Instruction,
9.7% of those holding the positions of Lecturer, Instructor, and above are
women.

^{*1969} Handbook on Women Workers, Women's Bureau, United State Department of Labor, Bulletin 294, p. 96. Note that 86% of all Teachers (elementary school) and 47% of all Teachers (secondary school) are women in the United States.

APPENDIX A

Data for the School of Education

Madison Campus, University of Wisconsin 1969-70

STATUS OF COMEN STUDY

Campus Madison

College or School Education

Department Administration

2-17-0500 Department Code

						*								
RANK			NUMBER	3 2				AVERAGE	AVERAGE SALARY			MEDIAN	5	
62	淵	Meadcount			F.T.E.							,		
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	.50		.50	.50		50	17182			17182	17182			17182
Assoc. Prof.							·							
Asst. Prof.														
Instr.	·													
Admin.	2.50		2.50	2.50		2,50	21895			17182	21600			21600
Prof. Sci. & Spec.	4.00	1.00	5.00	3.90	.50	4.40	14038	13091	947	13931	12272	13091	+819	13091
Total	7.00	1.00	8.00	6.90	.50	7.40	17113	13091	-4022	16841				

STATUS OF JOMEN STUDY

Campus MADISON

College or School EDUCATION

Department ART

Department Code 2-17-1000

•														
RANK			NUMBER	æ				AVERAGE	AVERAGE SALARY			MEDIAN		·
6	He	Headcount			F.T.E.									
3	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Fenale	Dollar Dif.	Total
Prof.	10.25	.50	10.75	9.75	.50	10.25	17,464	15,100	-2,364	17,348	17,570	15,100	-2,470	
Assoc. Prof.	11.17		11.17	11.17		11.17	12,353	,		12,357	12,000			·
Asst. Prof.	7.00		7.00	7.00		7.00	9,979			9,979	10,000	•		
Instr.												•		
Admin.					•				t.			·		
Frof. Sci. & Spec.	1.00		1.00	.33		. 33	060°6			9,043	060*6			
Total	29.42	.50	29.92	28.25	.50	28.75	13,490	15,100	+1,610	13,518				

* Lecturer only



STATUS OF WOMEN STUDY

MADISON Campus College or School EDUCATION

Department CLINICAL EXP. FOR TEACHERS

Department Code

2-17-1200

RANK			NUMBER	*				AVERAGI	AVERAGE SALARY			MEDIAN	2	
64	ĬĬ.	Headcount			F.T.E.	·								
1	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Fenale	Dollar Dif.	Total
Prof.										•				·
Assoc. Prof.														
Asst. .Prof.														
Instr.														
Admin.												·		
Prof. Sci. & Spec.	4.00		4.00	3.55		3.55	8,568			8,568	7,773			
Total	4.00		4.00	3.55		3.55	8,568			8,568	,			

STATUS OF TEN STUDY

MADISON Campus College or School EDUCATION

Department COUNS. & GUIDANCE

2-17-1600 Department Code_

											14 14 14 14	_	
NUMBER	NUMBER	8 4					AVERAGE	AVERAGE SALARY			MEDIAN		
Headcount				F.T.E.				•				100	
Female Total Male		Male		Female	Total	Male	Fenale	Dollar Dif.	Total	Male	Female	Dif.	Total
5.00 5.00		5.0	0		5.00	18,654			18,654	19,000			
1.00		1.00		·	1.00	15,170			15,170	15,170			1 J. 7 J.
1.00	·	1.00			1.00	12,069			12,069	12,069			
							·			·			
									·				
4.00 5.00 1.00		1.00		2.00	3.00	16,300 6,725	6,725	-3,575	7,917	Ţ	10,300 6,600	-3,700	
4.00 12.00 8.00		8.00		2.00	10.00	17,351 6,775	1	-10,626	14,425				

STATUS OF MEN STUDY

College or School EDUCATION Department Code 2-17-2000 Department CURR. & INST. MADISON Campus

1		1	1	1		1		カーノ	1	
		Total			,					
		Dollar Dif.	+ 350	-1,140	- 550	+ 975		+1,091		
MEDIAN		Female	17,400	12,660	11,000	8,975		10,500		
		Male	17,050	13,200	11,550	3,000		9,409		
		Total	18.378	13,350	11,882	8.516		10,400	14,438	
AVERAGE SALARY		Dollar Dif.	686 -	-1,399	-1.172	+1,007		+ 127	-4,074	
AVERAGE		Female	17,400	12,060	10,857	9,007	,	10,500	10,752	
·		Male	18,389	13,459	12,029	8,000		10,373	14,826	
	,	Total	15.15	6.03	12.18	2.05		1.90	39.31	
·	F.T.E.	Female	.17	.67	1.53	1.05		07*	3.82	
ĸ.		Male	14.98	7.36	10.65	1.00		1.50	35.49	
NUMBER			Total	15.15	8.03	12.18	2.05		1.90	39.31
	Headcount	Female	.17	.67	1.53	1.05	·	07.	3.82	
	He	Male	14.98	7.36	10.65	1.00		1.50	35.49	
RANK	6	6	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. * & Spec.	Total	

90.

07°

.50

90°

. 40

.50

*Lecturers

STATUS OF WOMEN STUDY

College or School EDUCATION

Department ED. ADMINISTRATION

Department Code 2-17-2300

						270								
RANK			NUMBER	X				AVERAGE	AVERAGE SALARY			MEDIAN		•
6	Ħ	Headcount			F.T.E.									
7	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	11.00	1.00	12.00	11.00		12.00	19,935	17,260	2	19,570	18,704	17,260	-1,444	
Assoc. Prof.	2.00		2.00	2.00		2.00	16,175			16,175	13,850			
Asst. Prof.	4.00	•	4.00	4.00		00.4	12,665			12,665	12,000			
Instr.		_												
Admin.														
Prof. Sci. & Spec.										·				
Total	17.00	1.00	18.00	17.00	1.00	18.00	17,682 17,260		- 422	17,658				

STATUS OF .. OMEN STUDY

College or School EDUCATION Department_ED POLICY STUDIES 2-17-2700 MADISON Department Code Campus

		Total			·				
	•	Dollar Dif.			12,040 +1,090				
MEDIAN		Female			- 1		·		
		Ma1e	18,125	13,645	10,950	10,650		9,552	
		Tota1	19,834	13,120	11,743	10,650		9,552	15,380
AVERAGE SALARY	1	Dollar Dif.			+1,476				-3,197
AVERAGE		Female			12,564			·	12,564
		Male	19,834	13,120	11,088	10,650		9,552	15,761
		Totai	5.10	1,40	3.00	1,00		.67	11.17
IER	F.T.E.	Female			1.33		•		1.33
		Male	5.10	1.40	1.67	1.00		.67	9.84
NUMBER		Total	5.10	1.40	3.00	1.00		1.00	11.50
	Headcount	Female			1.33				1.33
	He	Male	5.10	1.40	1.67	1.00		1.00	10.17
RANK	68	3	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

The Late

ED PSYCHOLOGY 2-17-3000 EDUCATION MADISON College or School Department Code Department Campus

					1									
	, man and a second of the		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	#		:		Bordbay	Arthur Burdhad			Men'i An		
The state of the s	H	Headcount	The state of the s		F.T.E.				,					
69	Male	Female	Total	Ma1e	Female	Total	Male	Female	Dollar Dif.	Tota1	Male	Female	Dollar Dif.	Total
Prof.	5.85		5.85	5.85		5.85	20,218			20,218	18,350			
Assoc. Prof.	2.00	1.00	3.00	2.00	1, 10	3.00	13,407	13,870	+ 463	13,561	13,400	13,870	+ 470	
Asst. Prof.	7.00		7.00	7.00		7.00	11,633			11,633	11,500			
Instr.										·	_ 			
Admin.												·		
*Prof. Sci. & Spec.		1.50	1.50		1.50	1.50		669,6	• •	6,699		10,742		
Total	14.85	2.50	17.35	14.85	2.50	17.35	15,254	11,368	-3,886	14,694				

*Lecturer

55. .50

.50

.50

STATUS OF MEN STUDY

mpus MADISON

College or School EDUCATION

Department INSTRUCT. MATERIALS CENTER

Department Code

2-17-4300

RANK			NUMBER	Ħ				Average salary	SALARY			MEDIAN		
7	Ħ	Headcount			F.T.E.								\$	
0	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.											- -			
Assoc. Prof.				-		۷.,								
Asst. Prof.							•							
Instr														
Admin.					•				·					
Prof. Sci. & Spec.		2.50	2.50		2.50	2.50		9,058	· .	9,058		7,658		
Total	·	2.50	2.50	٤	2.50	2.50		9,058		9,058				

ERIC Tull Text Provided by ERIC

STATUS OF how STUDY

Campus

College or School EDUCATION

Department INSTR. RES. LABS.

Department Code 2-17-4600

									V−T0	
			Total							
	_	-	Dollar Dif.		٠				-6,929	
	MEDIAN		Fema1e						6,448	
			Male		16,810				13,377	
			Total		16,810 16,810				11,159	11,778
	AVERAGE SALARY		Dollar Dif.						-7,191	-7,691 11,778
	AVERAG		Female	_					6,365	6,365
		-	Male		16,810				13,556	14,056
			Total		1.00				8.13	9.13
		F.T.E.	Female	-					2.71	2.71
	ER		Male		1.00				5.42	6.42
·	NUMBER		Total		1.00				8.80	9.80
		Headcount	Fema1e						3.38	3.38
		H	Ma1e		1.00				5.42	6.42
	RANK	,	71	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

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Full Text Provided by ERIC

STATUS OF TEN STUDY

I

Department MOTOR LEARNING RES. LAB. 2-17-5000 College or School EDUCATION MADISON Department Code_ Campus

		Joilar Total							
MEL		Di Female Di	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	. <u></u> ,			- -	- 61	_
		Male F							
		Total						13,128	13,128
AVERAGE SALARY		Dollar Dif.				·			
AVERAGI		Fenale					·	13,128	13,128
		Male						,	
		Total					·	.50	.50
	7.7.E	Female			,			.50	.50
ਲ ਲ		Male		-					
NUMBER		Total			<u> </u> 			.50	.50
I	Headcount	Female		,				.50	.50
		Male							
RANK		72	Prof.	Assoc. rof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

Department NIELSON TENNIS STADIUM 2-17-5200 College or School EDUCATION MADISON Department Code Campus

		Total			-				
	-	Dollar Dif.							
MEDIAN		Female					-		
		Male						8,918	
		Total						8,918	8,918
AVERAGE SALARY		Dollar Dif.	,						,
AVERAGE		Female							
		Male				·		8,918	8,918
		Total	· ·					.45	.45
	F.T.E.	Female			:				
H H		Male						.45	.45
NUMBER		Total						.45	.45
	Headcount	Female							
	H	Male						.45	.45
RANK		73	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total





MADISON Campus College or School EDUCATION

Department PHY. ED. MEN (PROF)

Department Code

2-17-5500

				7 - T , , , , , , , , , , , , , , , , , ,	Ç. A.		1		:		1
				J.							
		•	Dollar	Dif.	-1,918					·	
	MEDIAN			Female	15,059						
	,			Mr.1e	16,977	13,220	9,851	6,648		14,768	
_				Total	16,289	13,398	12,601	6,648		13,451	14,799
	SALARY		1100	Dif.	-1,439						+ 518
	AVERAGE SALARY			Female	15,239						15,239
		_		Male	16,678	13,398	12,60_	6,648		13,451	14,721
-		-		Total	6.47	1.97	1.01	.26		1.88	11.59
	٠	1 E 12	.4.6.	Female	1.75						1.75
			7	Male	4.72	1.97	1.01	.26		1.88	9.84
	NUMBER	~		Total	6.47	1.97	1.01	.26		1.96	11.67
			Headcount	Female	1.75						1.75
		1	He	Male		1.97	1.01	.26		1.96	9.92
	RANK		^ ! -	74	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

To the second

MADISON

EDUCATION College or School_ Campus

Department PHY ED MEN (BASIC)

2-17-5900

Department Code_

RANK			NUMBER	æ		•		AVERAGE	AVERAGE SALARY	·		MEDIAN	,	
7	H	Headcount			E4		;							
5	Male	Female	Totaî	Male	Female	Total	Male	Fenale	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	1.00		1.00	1.00		1.00	1			15,000	15,000			
Assoc. Prof.	1.50		1.50	1.50		1.50	13,303			13,303	13,240			
Asst. Prof.	4.52		4.52	4.52		4.52	11,016			11,016	10,508		·	
Instr.	1.00		1.00	.75	n	.75	10,000			10,000	10,000	·	·	
Admin.														
Prof. Sci. & Spec.	2.38	and the state of t	2.38	2.38	ì	2.38	14,970			14,970	15,055			
Total	10.40		10.40	10.15		10.15	12,599			12,599				

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Campus MADISON

College or School EDUCATION

Department INTRAMURAL RECREATION PROG.

2-17-6000

Department Code

		Total							
Z		Dif.							
MEDIAN		Female							
		Male	15,055						
		Total	15,055						15,055
AVERAGE SALARY		Dollar Dif.					·	` .	
AVERAGE		Female							
		Male	15,055		·		·		055
		Total	.12						.12
	F.T.E.	Female							· · · · · · · · · · · · · · · · · · ·
ĸ		Male	.12						.12
NUMBER		Total	.12						.12
	Headcount	Female				-			
	H	Male							.12
RANK	7	6	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

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Campus

College or School EDUCATION

Department PHY ED WOMEN (PROF)

Department Code 2-17-6300

Tota1 Dollar Dif. 400 MEDIAN 16,365 12,661 10,428 8,125 Male | Female 10,828 16,899 11,490 8,750 12,709 12,925 Tota1 302 Dollar Dif. AVERAGE SALARY 14.09 | 11,359 | 13,021 |+1,662 + 16,899 12,709 11,661 8,750 Female 11,359 Male 4.47 4.45 2.60 2.57 Tota1 11.56 4.45 2.60 2.57 7.94 Female F. T.E. 2.53 2.53 Male NUMBER 4.45 2,60 4.47 14.09 2.57 Tota1 Headcount 4.45 11.56 Female 2.60 1.94 2.57 2.53 2.53 Male Prof. Sci. & Spec. Assoc. Admin. Instr. JProf. Asst. Total Prof. RANK

All Lecturers

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EDUCATION R & D CENTER MADISON College or School Department Campus

2-17-7500 Department Code_

RANK			NUMBER	~	٠.			AVERAGE SALARY	SALARY			MEDIAN		·
	He	Headcount			F.T.E.					·			5	
	Male	Female	Total	Male	Female	रिट्या	Male	Female	Dollar Dif.	Total	Male 1	Female	Dollar Dif.	Total
Prof.	1,25		1.25	1.25		1.25	20,940			20,940	12,300			
Assoc.	2.83		2.83	2,33		2.33	13,572			13,572	13,400			
Asst. Prof.	2.17		2.17	2.17		2.17	12,226			12,226	12,330			
Instr.														
Admin.				·					·					
*Prof. Sci. & Spec.	4.00	1.00	5.00	3.42	1.00	4.42	15,326	13,009	-2,317	14,802	13,418	13,009	- 409	
Total	10.25	1.00	11.25	9.17	1.00	10.17	10.17 14,912	13,009	-1,903	14,725				

6-9

ERIC Truth Text Provided by ERIC

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8.

*Lecturer

STATUS OF THEN STUDY

Department STUDIES IN BEHAV. DISAB. EDUCATION 2-17-7800 College or School MADISON Department Code Campus

1			NUMBER	æ			1	AVERAGE SALARY	SALARY			MEDIAN		
headcount	eadcount	•			F.T.E.									
1	70m270	1	Total	Male	Female	Tota1	Male 1	Female	Dollar Dif.	Tota1	Male	Fema1e	Dollar Dif.	Total
5.50	oremon.	1	5.50	100		5.50	17,610			17,610	17,285			
3.00		1	3.00	3.00		3.00	14,063			14,063	13,680			
5.00 1.00	1.0	0			1.00	6.00	11,485	11,175	- 310	11,433	11 225	11,175	- 258	
-		i -												
2.00 3.00	3.0	1 0	5.00	2.00	2.50	4.50	14,250	11,149	-3,101	12,527	14,250	11,000	-3,250	
15.50 4.00	4.	8	19.50	15.50	3.50	19.00	14,514	11,157	-3,357	13,896				
		1												

*Lecturer

.50

1.00

1.00

.50

Campus MADISON

College or School EDUCATION

Department ED. PLACEMENT BUREAU

Department Code 2-17-8000

. 1		.1	i	1		. 1	í	1-20 {	1
		Total							
	100	Dif.						-6,644	
MEDIAN		Female					·	6,938	
,		Male						13,582	
		Total						8,967	8,967
AVERAGE SALARY	;	Dollar Dif.						-6,460	-6,460
AVERAGI		Female						7,122	7,122
		Male						13,582	13,582
		Total						3.50	3.50
•	F.T.E.	Female						. 2.50	2.50
SR.		Male						1.00	1.00
NUMBER		Total						4.00	4.00
	Headcount	Female						3.00	3.00
	H	Male						1.00	1.00
RANK			Prof.	Assoc.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

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College or School EDUCATION

Department WIS. IMPROV. PROG.

Department Code 2-17-9550

•							_							
RANK			NUMBER	ER				AVERAGI	AVERAGE SALARY			MEDIAN	b -p-	
	田	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	<u>X</u>	Fomolo	Dollar	e e
Prof.												D Tomor		TOCAT
Assoc.														
Asst. Prof.														
Instr.						`.								
Admin.					·									1
Prof. Sci. & Spec.	1.00		1.00	1.00		00	11 864							
Total	1.00		1.00	1.00			11,864			11,864	11,864			,

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MADISON Campus College or School EDUCATION

Department TOTALS

Department Code_

2-17

	•				•			4	-	A-22		
		£	18304									
		Dollar Dif	• • • • • • • • • • • • • • • • • • • •									
MEDIAN		Tomo T							:			
		X a										
		Total	18,328	13,350	11,482		9,199		21,895	11,095	14,050	
AVERAGE SALARY		Dollar Dif.	!	1	9		- 258			-4,013		
AVERAGI		Female	1	12,770	11,477		6,007			8,794	10,860	7
		Male	1	13,436	11,483		9,265		21,895	12,807	14,807	
		Tota1	ì	39.90	54.28		7.06		2.50	49.71	223.89	
·	ਜ. ਜ. ਹ	Fema1e	8.67	5.17	6.86		1.05	·	,	21.21	42.96	
ER .	•	Male	L	34.73	47.42		3.01		2,50	28.50	180.93	
NUMBER		Tota1	73.94	40.40	54.28		4.31		2.50	56.09	231.52	†
	Headcount	Fema1e	8.67	5.17	6.86		1.05			25.38	47.13	
	Ħ	Ma1e	65.27	35.23	47.42		3.26		2.50	30.71	184.39	
RANK			Prof.	Assoc. Prof.	MASSt. Prof.	Instr.		Admin.		* Prof. Sci. & Spec.	Tota1	*Tota1

*local Lecturers

1.33 6.50 7.85 9.00 2.00 7.00

V. COLLEGE OF ENGINEERING

In the College of Engineering, women are employed in four of the 15 departments. No woman is employed as a Professor, Associate Professor, Instructor, Lecturer, nor does any hold the title of Administration, and the one woman with the rank of Assistant Professor is in the department of Administration. Of the six (headcount) women at the Professional, Scientific, and Specialist level, four work in the Library, one works in Administration, and one has a .50 appointment in the Engineering Experiment Station and a .50 appointment in the Foreign Prog s I partment.

See Appendix A for the data sheets. General statistics are tabulated below.

TABLE I

PERCENT OF TOTAL COLLEGE MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: College of Engineering
University of Wisconsin
1969-70

	Percent Women an	re of Total Membership
Title	Headcount	F.T.E.
Professor	0%	0%
Associate Professor	0%	0%
Assistant Professor	2.7%	2.0%
Instructor	0%	0%
Administration	0%	0%
Professional, Scientific, & Specialist	15.7%	12.4%
Total for Engineering (All titles)	3.7%	2.7%
		•



TABLE II

NUMBER OF WOMEN (BY TITLE)

Madison: College of Engineering

University of Wisconsin

1969-70

	Numbers of	Women
Title	"eadcount	FTE
Professor	0	0
Associate Professor	0	0
Assistant Professor	1.00	.75
Instructor	0	0
Administration	Ó	0
Professional, Scientific, and		
Specialist	6.00	4.25
Total (all titles)	7.00	5.00

TABLE III

DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)

Madison: College of Engineering

University of Wisconsin

1969-70

Title	Dollar Differential
Assistant Professor	~57
Professional, Scientific, and	
Specialist	-4112



Workers as her source of information, Caroline Bird states, "Engineering is the American Profession with the fewest women."* This contaction seems to be reflected in the fact that the College of Engineering employs no woman outside the Professional, Scientific, and Specialis' ategory except for a single Assistant Professor in the Administration.

APPENDIX A

Data for the College of Engineering

Madison Campus, University of Wisconsin 1969-70

STATUS OF K. EN STUDY

Campus MADISON

College or School ENGINEER, 3

Department ADMINISTRATION

Department Code 2-19-0500

							,							the second
RANK			NUMBER	ER				AVERAGE	AVERAGE SALARY			MEDIAN		
*	Ħ	Headcount			F.T.E.								and the second s	
7	Male	Female	Total	Male	Female	Total	Male	Male Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.											1			
Assoc. Prof.														
Asst. Prof.		1.00	1.00		.75	.75		12,060		12,060		12,060		
Instr.					District.									
Admin.	2 32		3 33	60			3							
Prof. P.J. & Spec.	2.42	1.00	3.42	2.42	.58	3.00	11,427	11,427 10 227	19,869		17,141			A
Total	5.74	2.00	7.74	5.74	1.33	7.07	16,310	16,310 11,261 -5,049 15,70	-5,049	15,730				

Campus MADISON

College or School ENGINEERING

Department Code 2-19-1200

		Total							
9		Dollar Dif.							
MEDIAN		Female							
		Male	, ,	14,628	1				
		Total		14,628	12,564				17,211
AVERAGE SALARY		Dollar Dif.							
AVERAGI		Female							
		Male	Į.	14,628	12,564				17,211
		Total	9.83	2.00	4.00				15.83
	F.T.E.	Female					· ·		·
ER.		Male	9.83	2.00	4.00				15.83
NUMBER		Total	9.83	2.00	4.00				15.83
	Headcount	Fema1e							·
	H	Male	9.83	2.00	4.00.				15.83
RANK			Prof.	Assoc.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

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A-3

STATUS OF WOMEN STUDY

Campus MADISON

College or School ENGINEERING

Department Code 2-19-1500

RANK	·		NUMBER	Ħ				AVERAGE	AVERAGE SALARY			MEDIAN		
	H	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Ma1e	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
: 33	10.48		10.48	ł		10.48	19,768			19,768	1			
Assoc. Prof.	7.68		7.68	7.68		7.68	13,715			13,715	13,645			
Ast. Prof.	5.00		5.00	5.00		5.00	5.00 12,252			12,252	12,030			
nstr.	1.00		1.00	1.00		1.00	7,400			7,400	7,400			
dain.														
rof. Sci.														h-3
[otal	24.16		24.16	24.16		24.16	24.16 15,773			15,773				



STATUS OF THEN STUDY

Campus MADISON

College or School ENGINEERING

Department ELECTRICAL ENG.

Department Code 2-19-2500

MEDIAN		Female Dif. Total							
		Male	17,473	14,080	11,900			7,635	
		Total	18,237	14,071	12,093			7,635	15 776
AVERAGE SALARY		Dollar Dif.							
AVERAG		Female					·		
		Male	18,237	14,071	12,093	·		7,635	15.776
		Total	18.18	7.88	6.26			1.00	33.30
	5 7	Female						·	
æ		Male	18.18	7.88	6.26			1.00	33, 32
NUMBER		Total	18.27	7.88	6.26			1.00	17 28
	Headcount	Female							
	He	Male	18.27	7.88	6.26			1.00	17 28
RANK			Prof.	Wassoc. Oprof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. 6 Spec.	Total

ERIC Full Text Provided by ERIC

STATUS OF WEATEN STUDY

					•• •• •						· · · · · · · · · · · · · · · · · · ·	\- 5	
						Total							
					ים נים ר ים נים ר	Dif.							
	ERING CTR.			MEDIAN		Female			·		-		,
	ENCINEERING SYST. CTR.	2-19-3000		·		Male	18,335		13,000			12,273	
MADISON	¥.					Total	18,335		13,000			12,733	13,524
	co.	Department	Department Code	AVERAGE SALARY	•	Dif.				٠			
Campus	Co116	рера:	рера:	AVERAGE		Female							
	•					Male	18,335		13,000			12,733	13,524
						Total	1.00		. 50			5.92	7.42
					F.T.E.	Female			·			٠,	
		•		8 4		Male	1.00		.50			5.92	7.42
				NUMBER		Total	1.00		.50			5.92	7.42
					Headcount	Female							
					He	Male	1.00		.50			5.92	7.42
-				RANK			ji 91	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

A-6 Total Dollar Dif. MEDIAN Female 2-19-3200 ENGINEERING Male 7,500 17,190 13,910 11,755 11,500 Department_ENG. GRAPHICS MADISON 11,755 17,190 7,500 13,730 11,500 Total College or School Department Code_ Dollar Dif. AVERAGE SALARY Female 17,190 11,755 7,500 13,730 11,500 12,151 Male 3.00 Total .27 1.00 7.27 2.00 1.00 Female F.T.E. .27 3.00 2.00 1.00 1.00 7.27 Male NUMBER Total .27 3.00 1.00 2.00 1.00 7.27 Headcount Female Male .27 3.00 2.00 1.00 1.00 7.27

.jozd**92**

Asst. Prof.

Assoc.

Prof.

RANK



(_)

* All lecturers.

Prof. Sci. & Spec.

Total

Admin.

Instr.

A-7

STATUS OF WOMEN STUDY

Campus MADISON

College or School ENGINEERING

Department ENGR. EXPER. STA.

Department Code 2-19-3500

RANK			NUMBER	X				AVERAGE SALARY	SALARY		Š	MEDIAN		
	Н	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	1.87		1.87	1.87		1.87	21,514			21,514	20,504			
Assoc. Prof.	.45		.45	. 45		.45	13,813			13,813	13,790			
Asst. Prof.		•												
Instr.											,			
Admin.												·		
Prof. Sci. & Spec.	7.17	.50	79.7	7.17	.50	7.67	15,041	5,973	-9,068	14,450	12,273	5,973	-6,300	i.
Total	67.6	.50	9.99	67.6	.50	66.6	16,258	5,973	-10,285 15,743	15,743				

Admin.

Total

Instr.

Prof. Asst.

Assoc. Prof.

Frof.

RANK

STATUS OF WOMEN STUDY

A-8 Total -8,132 Dollar Dif. MEDIAN 2-19-4200 11,395 14,105 5,973 Male Female ENGINEERING FOREIGN PROGRAMS MADISON -8,132 11,395 Total College or School_ Department Code_ -8,132 Dollar Dif. AVERAGE SALARY Department 14,105 | 5,973 14,105 5,973 Female Male 1.50 1.50 Total. Female F.T.E. .50 .50 1.00 1.00 Male NUMBER 1.50 1.50 Total Headcount Female .50 55 1.00 1,00 Male Prof. Sci. & Spec.



XIN Y G			NUMBER	K				AVERAGE SALARY	SALARY			MEDIAN		
							- -	-						
	Ħ	Headcount			F.T.E.				701104				Dollar	
	Male	Female	Tota1	Male	Fema1e	Total	Male	Female	Dif.	Total	Male	Female	Dif.	Total
Prof.				:										
~ #														
Assoc.									-					
Prof.				·										
Asst. Prof.	.24		.24	.24	_	.24	12,300			12,300	12,300			
Instr.					•						,			
		_												
Admin.														
						-	1							
Prof. Sci. & Spec.	1.20		1.20	1.20		1.20	12,295		•	12,295	16,855			
								•					,-	
Total	1.44		1.44	1.44		1.44	12,295		`	12,295				
									,					



Campus

College or School ENGINEERING

Department INDUSTRIAL ENG.

Department Code 2-19-5000

			Total			·	·			
Z		ר מר דמר	Dif.							
MEDIAN			Female					·		
			Male	17,751	13,600	12,360				
			Total	17,751	13,600	12,332				14,533
AVERAGE SALARY	Ì	•	Dollar Dif.					<u>.</u>	·	
AVERAGE			Female							
			Male	17,751	13,600	12,332				14,533
			Total	2.00	1.00	2.50				5.50
		F.T.E.	Female				c			·
	~ 4		Maie	2.00	1.00	2.50			,	5.50
a de la companya de l	NUMBER		Total	2.00	1.00	2.50				5.50
		Headcount	Female							
		He	Male		1.00	2.50				5.50
	RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

STATUS OF THEN STUDY

												A	-11	
							Total			·	·) I		
							Dif.			·				
	NG		5500		MEDIAN		Female					·	6,638	
MADISON	ENGINEERING	URY	2-19-5500				Male						006*9	
MA	1	LIBRARY	ode				Total						8,202	8,202
ຮູ້ເ	College or School_	Department	Department Code		AVERAGE SALARY		Dollar Dif.		·			1	-1,959	-1,959
Campre	Co11	Depa	Вера		AVERAGE		Female						7,497	7,497
:				, in the second			Male					9	9,456	9,456
			:				Total						4.17	4.17
						F.T.E.	Female						2.67	2.67
		• .			ir.		Male		:				1.50	1.50
					NUMBER		Total	·			·		6.50	6.50
	• •					Headcount	Female						4.00	4.00
						Й	Male						2.50	2.50
					RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

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																		÷.		•
1						,- 4 E	101,41													
						Dollar	Dit.	The state of the s												
5	ی	00		MEDIAN			Female						·							
	ENGINEERING	L ENG. 2-19-6200					Male	18,500		14,005		12,000				8.360				-
MADISON	- 1	ECHANICA.	P	····			Total	18,905		13,906		12,033				557 R	5	14,928		
	College or School	Department MECHANICAL ENG.		SALARY	-	กดใใละ	Dif.							- T. C.					:	
Campus	Colleg	Depart	nebar	AUFRAGE SALARY			Female										:		į.	
							Male	18,905		13,906		12,033					8,455	14,928		
		·					Total	14.67		5.80		9.50	,				3.85	33.82		2.85
			÷			F.T.E.	Female		1	•										
						124	Male	[74.01	5.80		9.50					3.85	33.82		2,85
					NUMBER		10+0+	+	15.00	5, 80	3	9.50					3.00	35.30		4.00
						Headcount		remare												
	•					Hea			15.00	6	7.80	9.50					5.00	2,	ος. • • • • • • • • • • • • • • • • • • •	4.00
C.					RANK			Prof.	78	Assoc.		Asst. Prof.	Instr.		Admin.		* Prof. Sci.	Total		*Lecturers

4.00

*Lecturers





				•								į.	4-T2	
							Total							
3					-	Dollar	Dif.							
	KING		30		MEDIAN		Female					·	<u> </u>	
	ENGINEERING	MECHANICS	2-19-7000		-		Male	18,855	13,565	11,750			. :	
MADISON	Schoo1		ode				Total	19,018	13,490	11,750				16,489
ST	e or	Department	Department Code		AVERAGE SALARY	11 of	Dif.							,
Campus		. Depa	рера		AVERAGE		Female							
							Male	19,018	13,490	11,750				16,489
							Total	6.94	2.67	2.00				11.61
			•			F.T.E.	Female							
					9 4		Male	6.94	2.67	2.00			÷	11.61
					NUMBEK		Total	6.94	2.67	2.00				11.61
						Headcount	Female							
						H	Male	6.94	2.67	2.00				11.61
					RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



College or School ENGINEERING
Department MIN. & HFTALS ENG.
Department Code 2.19-7500

RANK	•		NUMBER	æ	,			AVERAGE SALARY	SALARY			MEDIAN	יקים	
	H	Headcount			F.T.E.									
- - 1	Male	 Temale	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
100	00.9		6.00	Q		9.00	ł			18,331	18,450			
Assoc. Prof.	3.00		3.00	3.00	,	3.00	13,727			13,727	13,950			
Asst. Prof.	3.50		3.50	3.50		3.50	11,817			11,817	11,990			
Instr.				·										
Admin.														
Prof. Sci. & Spec.														
Total	12.50		12.50	12.50		12.50	15,402			15,402				

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									· zi	~	
				Total							
			Dollar	Dif.							
	ENGINEERING 2 19 6000	MEDIAN		Female							
NOS				Male	18,974	14,073	12,031			8,104	
MADISON	chool.			Total	18,974	14,283	12,031			8,150	12,143
115	College or School	AVERAGE SALARY		Dif.		·					
Campus	Collo P	AVERAGE		Female							·
				Male	18,974	14,283	12,031			8,150	12,143
	:			Total	2.00	3.00	1.00	,		5.00	11.00
			F.T.E.	Female							
		æ		Male	2.00	3.00	1.00			5.00	11.00
		NUMBER		Total	2.00	3.00	1.00			5.00	11.00
			Headcount	Female							
			He	Male		3.00	1.00			5.00	11.00
		RANK			.jou	Assoc. Prof.	A.st.	Instr.	Admin.	Prof. Sci. & Spec.	Total

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													,	A	-16		
1								Total									
							Dollar	Dif.									
	RING				MEDIAN			Female							1		
	ENGINEERING		2-19				•	Male		:							
MADISON		TOTALS	de					Total			12,115		·		11,117	15,033	
	College or 3chool	T Department T	Department Code		SALARY		nollar	Dif.			- 57				-4,112	-7,025	ļ,
Campus	Colle	Depar	Depar	•	AVERACE SALARY.	AV ERANGE		Female			12,060				7,514	8,196	
•				-				Male	73.24 18,946	36.48 13,903	37.25 12.117		7,450	19,869	11,626	186.60 15,221	
		-						Total	73.24	36.48	37.25		2.00	3.32	34.31	186.60	
٠			•	:			F.T.E.	Female			75				4.25	5.00	
	•			٠			1 22	Male	73.24	36.48	36		2.00	3.32	30.06	181.60	
						NUMBER		Total	73.66	36.48	6	27.75	2.00	3.32	38.21	191.17	
							Headcount	Female			8	3.1			9.00	7.00	
							Hes	Male	9,9	36.48		36.50	2.00	3.32	32.21	184.17	
					-	RANK		J	Prof.	Assoc.	Pror.	Asst. Prof.	Instr.	Admin.	*Prof. Sci.	Total	

VI. GRADUATE SCHOOL

Women are employed in 12 of the 24 divisions of the Graduate School (above the Professional, Scientific, and Specialist level in four of the 24 divisions). Twelve divisions employ men only; no divisions employ women only.

An appendix contains the data sheets. Summaries are tabulated below.

TABLE I
PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: Graduate School

1969-70

Title	Percent Women are of Headcount	F Total Membership FTE
Professor	3.2%	3.9%
Associate Professor	3.2%	3.4%
Assistant Professor	1.4%	1.6%
Administration	.0%	.0%
Professional, Scientific, and Specialist	27.2%	26.3%
Total for Graduate School (All titles)	19.6%	19.9%

TABLE II

NUMBER OF WOMEN (BY TITLE)

Madison: Graduate School

1969-70

	Numbers of	Women
Title	Headcount	FTE
Professor	1.50	1.50
Associate Professor	.50	.50
Assistant Professor	.33	.33
Administration	.0	.0
Professional, Scientific, and Specialist	55.41	51.89
Total for Graduate School (All title	s) 57.74	54.22

TABLE III DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)

Madison: Graduate School

1969-70

Title	Dollar Differential	
Professor	-2,262	
Associate Professor	+1,390	
Assistant Professor	- 693	
Professional, Scientific, and Specialist	-3,072	



Women are well represented at the lowest level but represented at the professorial ranks by so small a sample that it is hard to draw any conclusions about patterns or trends. The largest sample is at the rank of Professor (three salaries are represented in the mean average in Appendix A.69) and the dollar differential at that rank is significantly unfavorable to women; yet even this statistic does not lead to any obvious conclusion, since it represents four departments of 63 and four divisions of 24. What is clear is that women are not well represented in the professorial ranks.

A number of other patterns emerge in an examination of the data. All employees with the title of Administration in the Administration are men (5.14--headcount). All employees in the Professional, Scientific, and Specialist category are Specialists and women (9.00--headcount). In the Graduate School, the general case is that when men and women both hold Professional, Scientific, and Specialist titles, women hold the lower paying Specialist and Administrative positions while men hold the higher paying Specialist and top Administrative positions. For one example, in the Enzyme Institute, the single Professional, Scientific, and Specialist level man is the Director; the single woman in the same academic category is the Assistant Director. At the University Press, women hold twice as many positions as men, yet the Director and Assistant Director are men. One exceptional case is worth noting: in the Special Journals Department of the University Press, the only employees with academic titles are two Specialists, a man and a woman. The woman earns well over twice the salary of the man.



APPENDIX A

Data for the Graduate School

Madison Campus, University of Wisconsin 1969-70

Campus MADISON

College or School GRADUATE SCHOOL

Department ADMINISTRATION

Department Code 2-34-0200

		Total						A-1	
		Dollar Dif.							
MEDIAN		Female	1 -					6,480	
, !		Male					20,950	,	
		Total					18,146	6,564	11,468
AVERAGE SALARY		Dollar Dif.							6,564 -11,582 11,468
AVERAG		Female						6,564	6,564
		Male					18,146		12.14 18,146
		Total					5.14	7.00	12.14
	R.T.E.	Female						7.00	7.00
ER		Male					5.14		5.14
NUMBER		Total				·	5.14	9.00	14.14
	Headcount	Female					·	9.00	9.00
	Ħ	Male					5.14		5.14
RANK			: 2 107	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

MADISON

Campus

GRADUATE SCHOOL College or School

Department GEN ED ADM STU AFFAIRS

2-34-0300 Department Code_

		NUMBER	``` `		~		AVERAGE	AVERAGE SALARY			MEDIAN		
l	Headcount			F.T.E.				•				100	
Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
					÷								
.05		• 05	.05		.05	15,136			15,136	15,136			
	·												
		·											
[[·			į		• .					-
		·											
.05		.05	.05		.05	15,136		Š	15,136				

2-34-0418

Department Code

Department AGR. & LIFE SCI. BACT.

GRADUATE

College or School

MADISON

Campus

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		4 6 E	10.4						
5		Dollar	.1170						
MEDIAN		100 mg	cmara						
		× 0						•	
									22,664
AVERAGE SALARY		Dollar							
AVERAGE		Tema1						·	
		<u>%</u>	22,664						22,664
		Total	90.					٠.	90.
	F.T.E.	Female	·						
X 5		Male	90.						90.
NUMBER		Total	90.						90.
	Headcount	Female	·						
)H	Male	90.						90.
RANK			ii 109	Assoc. Prof.	Asst.	Instr.	Admin.	Prof. Sci. & Spec.	Total



																	А	- 4			
								• • • • • • • • • • • • • • • • • • •	Torat												
								Dollar	Dif.												
	GRADUATE	SCI_ BIOCHEM		2-34-0421		MEDIAN			Female												_
MADISON	GR	LIFE SCI_		2-3					Male	24,545											
MAJ	1001			de					Total	24,546								٠		· · · · · · · · · · · · · · · · · · ·	24,546
ທ	College or School		Department	Department Code		SALARY	-	Tollar	Dif.												
Campus	Co.11e		Depar	Depar		AVERAGE SALARY	-		Female	·											
		•		•			-		Male	24,546											24,546
-		•		•			1		Total	80.									,	-	.08
								F.T.E.	Fem31e											-	
			•				1		Male	80.											.08
							NUMBER		Tota1	.08		-				-					.08
								Headcount	Female												
					,			船	Z 62		3										.08
							RANK		1	Frof.	0	· Prof.	Asst.	Prof.	Instr.		Admin.		Prof. Sct.		70707



1000 Dollar Dif. AG & LIFE SCI. WLIFE ECOL. 2-34-0477 MEDIAN GRADUATE Male Female 18,982 MADISON 18,982 18,982 Total College or School Department Code Dollar Dif. Department AVERAGE SALARY Campus Female 18,982 18,982 Male Total .22 .22 Female F.T.E. Male .22 .22 NUMBER Total .22 .22 Headcount Female Male . 22 .22 Prof. Sci. & Spec. Assoc. Prof. Admin, Instr. Asst. Prof. Frof. Total RANK

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GRADUATE

College or School_

MADISON

Headcount F.T.E. AVI Male Female Total T									Depar	Department	AGR. &	LIFE SC	AGR. & LIFE SCI. SCILS		
Headcount F.T.E. Male Female Total Male Female Total Male Female Diff. Total Male Female Diff.						•			Depar	tment Co	ode	2	-34-04.86		:
Headcount Female Female Total Male Female Dollar Total Dol															
Male Female Total Male Female Total Male Female Dollar Total Male Female Dollar Total Dollar Dollar Female Diff. .17 .17 .17 20,700 20,700 20,700 20,700 20,700 20,700 20,700 20,700 20,700 20,700 20,700 11 11 .17 .17 20,700 20,700 20,700 11 .17 .17 .17 .20,700 20,700 11 .17 .17 .17 .20,700 20,700 11 .17 .17 .17 .20,700 11 .17 <t< td=""><td>RANK</td><td></td><td></td><td>NUMBE</td><td></td><td></td><td></td><td></td><td>AVERAGE</td><td>SALARY</td><td></td><td></td><td>MEDTAL</td><td>97.</td><td></td></t<>	RANK			NUMBE					AVERAGE	SALARY			MEDTAL	97.	
Prof. J.7 Total Male Female Total Male Female Dif. Total Male Female Dif. Prof. .17 .17 .17 .17 20,700 20,700 20,700 20,700 Assc. Prof. .17 .17 .17 .17 .17 .17 .17 .17 .17 .17 .17 .17 .17 .17 .17 .17 .20,700 .17		THE STATE OF THE S	eadcount			F.T.E.								บิดไไละ	
20,700 20,700		Male	Female	Total	Male	Female	Total			Dif.	Total	Male	Female	Dif.	· i
Assoc. Prof. Asst. Prof. Instr. Admin. Frof. Sci. & Spec. Total 17 .17 .17 20,700	Prof.	.17		.17	.17		.17	20,700				20,700			
Asst. Prof. Instr. Admin. \$\text{Actal}\$ 1.17															
Instr. Admin. Prof. Sci. & Spec. Total .17 .17 .17 .17	Asst. Prof.														·
Admin. Prof. Sci. & Spec. Total 17 .17 .17 20,700	Instr														
Frof. Sci. & Spec. Total .17 .17 .17 20,700	Admin.													,	
Total .17 .17 .17 20,700	Prof. Sci. & Spec.														
		.17		.17	.17		.17	20,700		,	20,700				

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College or School GRADDEND

Department AGR. & LIFE SCI, TOTALS

Department Code 2-34-64

RANK			NUMBER	ER		· ·		Average	AVERAGE SALARY			MEDIAN	b va	
	Н	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	.53		.53	.53		.53	20,790			20,790	21,682			
Assoc. Prof.									·					
Asst. Prof.								·						
Instr.														
Admin.														
Prof. Sci. & Spec.					·							·		
Total	.53		.53	.53		.53	20,790			20,790 21,682	21,682		,	
									,					

GRADUATE CENTER SYSTEM MARATHON

College or School

MADISON

Campus

2-34-10

Department Code_

Department

		Total							
		Dif.				_			
MEDIAN								,	
· E		Female							
		Male		13,800					
		Total.		13,800					13.800
SALARY	;	Dif.							
AVERAGE SALARY		Female							
		Male		13,800					13 800
		Total		60°					00
	F.T.E.	Female							
		Male		60.					90
NUMBER		Total		60.					00
	Headcount	Female							
	He	Male		60.					ğ
RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

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														A	9			
ļ					Total					-								
			-	Dollar	Dif.	000	000						`					
	TE 710		MEDIAN		Female		15,100										<u>.</u>	
Z	GRADUATE 1 ART 2-34-1710		-		Vo.10	2101	15,900	13 200	13,50	11 150								
MADISON	hool EDUCATION					lotai	15,500	000	13,200	011	001,11							14,087
	College or School Department EDUC	Department over	SALARY		ar	Diff.	- 800											+1,416
Camous	College or Department	Deparc	AVERAGE SALARY			Female	15,100											15,100
		1	¥			Male Fo	15,900		13,200		11,150							13,684
				-	T	Total	1.00		.50		.33							1.83
·				F.T.E.	-	Female	.50						1					.50
				E		Male Fe	.50	-	.50		.33		-					1.33
	·		NUMBER			Total	1.00		.50		1.00							2.50
					Headcount	Female	.50											.50
					Hea	Male	l .	3	. 50		1.00							2.00
				KANK	-	1	Prof.	1	Assoc. Prof.		Asst. Prof.	Instr.		Admin.		Prof. Sci.	3	Total

STATUS OF MER STUDY

Campus MADISON

College or School GRADUATE

Department ED. CURR. & INST.

Department Code 2-34-1720

RANK			NUMBER	æ	<i>;</i>		-	AVERAGE SALARY	SALARY			MEDIAN		ļ
	斑	Headcount			F.T.E.								,	
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	.50		.50	.50		.50	20,520			20,520	20,520			
Asscc. Prof.						,								
Asst. Prof.									·					
Instr.			·											
Admin,														
Prof. Sci. & Spec.										ì	,			
Total	.50		.50	.50	·	0ن.	20,520		,	20,520				

								Campus	sn	Σ	MADISON			ĺ
			•				•	. Coll	College or School	choo1	55	GRADUATE		
								D ера	Department	EDUC	EDUCATION EL	ED. POL. STUDIES	STUDIES	
								Depa	Department Code	apc ode	2-	2-34-1727		
											•			
			NUMBER	ER				AVERAGE	AVERAGE SALARY			MEDIAN		
	111	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
•														
	.50		.50	.50		.50	15,050			15,050	15,050			
														·
					·									
+														
														A-11
+														
	.50		.50	.50		.50	15,050	-		15,050				ļ
										:	1			

Campus MADISON

College or School GRADUATE

Department EDUCATION TOTALS

Department Code 2-34-17

***************************************	SALARY MEDIAN		Dollar Dollar Dollar Dif.	16.643 15.900 15.100	13,200 13,200					-344 15,394
***************************************	AVERAGE SALARY		Female	15,100		20				15,444 15,100 -:
		-	Total Male		.50 113,200	.33 11,150				2.83 15,44
		F.T.	Female I							.50 2.
	ER		Male	1.50	.50	.33				2.33
	NUMBER		Total	2.00	50	1.00		·		3.50
		Headcount	Female	.50						.50
_	·	щ	Male	1.50	.50	1.00				3.00
	RANK			i Li	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

MADISON

Campus

GRADUATE

College or School

ENG. CHEM ENGR.

Department

	ı	ı	_	.1		ı		1	ı	A-13	1	1
			Jotal									
			Dollar Dif.									
2	MEDIAN		Female									
2-34-1912	-		Male	1	16,085							
,ode			Total		16,085							16,085
Department Code	AVERAGE SALARY		Dollar Dif.							·		
Дера	AVERAGE		Female									
			Male	f	CONTOT	·						16,085
	Control of the second of the s		Total	1	/ 7 .							.17
•		F.T.E.	Female									
	æ	·	Male	9.7	/							.17
	NUMBER		Total	17	, -, .							.17
		Headcount	Female									
		He	Male	.17								.17
	RANK			Prof.	9	Assoc. Prof.	Asst. Prof.	Justr.	Admin.	Prof. Sci. & Spec.	Total	

NUMBER F.T.E. AVI Remaile Total Male Fermal 1.00 .25 15,400 1.00 .49 12,035 1.00 .49 12,035 2.82 1.16 1.16 14,733 1.16 14,733 1.16 14,733 1.16 1.16 14,733 1.16 1.16 1.16 1.16 14,733 1.16								,	Campus	15	MA	MADISON			
Headcount NUMBER AVERAGE SALARY REDIAN MEDIAN MEDIAN MEDIAN Male Female Female Diff. Total Male Male Male Male Male Male Male Ma			•				•	÷	Colle	sge or S		RADUATE			
Headcount F.T.E. AVERAGE SALARY HEDIAN								<u>.</u>	Denai	rtment	6	ELEC. EN			
Head count F.T.E. AVERAGE SALARY MEDIAN Head count F.T.E. Male Female Diff. Total Male Female Diff.									Dep∂	rtment C	-ppo	2-34-19	25		
Headcount F.T.E. Male Female Total Male Female Dif. Total Male Female Dif.	RANK			NUMBI	ER				AVERAGE	SALARY			MEDIAN		
Male Female Total Male Female Total Male Female Dif. Total Male Female Dif.			deadcount			F.T.E.								0.112	
1.00 1.00 .49 12,035 12		Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
1.00 1.60 .25 15,400 15,400 15,400 15,400 15,400 1.00 .49 .49 12,035 12,035 12,035 2.82 1.16 14,733 14,733	Frot.	.82		.82	.42		i	17,485				17,485			
1.00 .49 .49 12,035 12	Assoc. Prof.	1.00		1.00	. 25			15,400	·			15,400			
5:1.	Asst.	1.00		1.00	. 49		1 1	12,035			12,035	12,035			
2.82 2.82 1.16 14,733	Instr									· .					
5:1. 2.82 2.82 1.16 114,733	Admin.				-										
2.82 2.82 1.16 1.16 14,733	Prof. 5:1. & Spec.														
	Total	2.82		2.82	1.16		1.16	14,733			14,733				

STATUS OF ...MEN STUDY

2-34-1930

Department Code_

ENG. IN SYS. CTR.

Department

GRADUATE

College or School

MADISON

Campus

								ATTERACE	AUTERACE CATABY			MEDIAN	2	
NUMBER	NUMBER	NUMBER	4	•	-			AVENAGE	Salenti	Í				
Headcount	Teadcount				F.T.T.				•					
Male Female Total Male	Total		Male	1	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
				•		•					·			
			·											·
			·	ļ			·							
.76 .76			.76	ļ		.76	15,464		,	15,464	15,464			V~10
97. 97.			.76			.76	15,464			15,464				

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		,						ı	f	A	1 16	
					Total							
			-	Dollar	Dif.				·			
	18	2-34-19	MEDIAN		Female				·			
	GRADUATE ing Totals	2		-	Male	16.785	15,400	12,035			15,464	
MADISON	cR4I thool GR4I Engineering	de			Total	17.081	15.400	12,035			15,464	15,109
ប ្រ	College or School Engi-	Department Code	AVERAGE SALARY		Dif.							
2000 B	Colle	Depar	AVERAGE		Female							
					Male	17,081	15,400	12,035			15,464	15,109
					Total	.59	.25	67.			.76	2.09
				F.T.E.	Female.							
			æ		Male	.59	.25	67.			.76	2.09
			NUMBER		Total	66.	1.00	1.00			.76	3.75
				Headcount	Female							
				He	Male	66.	1.00	1.00			.76	3.7.
						Prof.	Absoc. Prof.	Asst. Prof.	Instr	Admin.	Prof. Sci. & Spec.	Total

				•			•	ţ	ı	ı		A-17		
						Total								
				-	700	Dif.				~				+
SCHOOL		4813		MEDIAN		Female I								
GRADUATE S	BOTANY	2-34-4813				Male Fe			10,000					-
NO	Syl		-							· -			00	2
MADISON School		Code				Total			10,000				000 01	3
Campus	Department	Department Code		SALARY	1	Dollar Dif.								
Campus	. Ected	Depa		AVERAGE SALARY		Female			÷					
		٠.				Male			10,000				0	10,000
						Total			:50					2
				·	F.T.E.	Female								
						Male			.50				S	UC,
				NUMBER		Total			.50				S	05.
,					Headcount	Female						1.	-	
					He	Male			.50					.50
				RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total	

STATUS OF TEN STUDY

									_	•					A-1	8			
1							T 6				-								
					-		Dollar n:f	חדרי											
		AN .			MEDIAN		,	Female											
	GRADUATE	L&S CHEMISTRY	2-34-4815		·			Male	22,100		,						 		•
MADISON		L&S						Total	22,100						_			22,100	
	College or School_	Department	Department Code		AVERAGE SALARY		Dollar	Dif.							_		-		
Campus	Collo	Depa	Depa		AVERAGI			Female											
								Ma].e	22,100				·					.50 22,100	
				•				Total	.50							· -	_	.50	
							F.T.E.	Female									·		
					X			Male	.50									.50	
					NUMBER			Tota1	1.00									-1	***
							Headcount	Female											
							H	Male											7°00
						RANK			; 24 24	Assoc. Prof.	Asst.	Prof.	Instr.	4 4504	* TYTHING	Prof. Sci.	& Spec.	Total	

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NUMBER N	25-2.7	1	1	ļ	ᆔ	l	1			
Campus MADISON					Tota1					
Computation		-			Dollar Dif.					
Campus MADISON					Fema1e	MEDIAN	820	SCI.	JATE	
Compus MAI Campus MAI Campus MAI Campus Campus MAI Campus Camp				7,700			2-34-4	COMPUT.	GRADI	NOS
Campus C	17,700	`			Total		de	SS	hool	MAD
NUMBER Headcount F.T.E. Female Total Male Female Total Male Fem 16 .16 .16 .16 .17,700					Dollar Dif.	SALARY	tment Co	tment	ge or Sc	S
NUMBER Headcount F.T.E. Female Total Male Female Total Male 16 .16 .16 .17,700					Fema16	AVERAGE	Depar	Depar	Colle	Campu
NUMBER Headcount F.T.E. Le Female Total Male Female Total .16 .16 .16	7 700			7,700					-	
NUMBER Headcount Female Total Male Female 16 .16 .16	Ä		-		Total		-	·		
Head count Head count 1.16 1.16 1.16					1 0 E				-	
Head count Female T										
				.16	E	NUMBE				
				Lemare	adcount					
RANK Colored Assoc. Prof. Asst. Prof. Instr.	Prof. Instr. Admin. Prof. Sci. & Spec. Total	Ast.	ssoc.	rof.		ANK				



STATUS OF " JMEN STUDY

MADISON

Campus

							Col	College or School	School	GRADUATE	TE		
					÷		Dep	Department	L&	L&S ECONOMICS	CS		
			•				Dep	Department Code	Code	2-34-4822	4822		
		R	NUMBER				AVERAG	AVERAGE SALARY			MEDIAN	-	
	Headcount			F.T.E.									
ા હ	Male Female	Total	11 Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
t th					 	18,800	ļ		18,800	18,000			
1 10	.50	.50	.50		.50	15,000			15,000	15,000			
•													
1				16.						·			
				:									
1													A-20
1													
0	2.01	2.01	1.75		1.75	17,714			17,714				



Total Dollar Dif. MEDIAN Female L&S ENGLISH 2-34-4824 GRADUATE Male 19,850 20,200 10,797 | 10,600 MADISON 17,578 Total College or School Department Code Dollar Dif. AVERAGE SALARY . Department Campus Female 17,578 10,797 19,850 Male Total 2.67 2.00 .67 F.T.E. Female Male 2.67 .67 2.00 NUMBER Total 3.17 .67 2.50 "eadcount Female Male 3.17 .67 2.50

> Prof. Sci. & Spec.

Total

Admin.

Instr.

Asst. Prof.

Assoc.

Prof.

312

RANK

STATUS OF . LEN STUDY

L&S FR. & ITAL.

Department

2-34-4826

Department Code__

College or School GRADUATE

MADISON

Campus

	£	1		ì	ı	1	ı		1	A-22	
			£	100							
			Dollar								
	MEDIAN		Formal of the state of the stat	o Tomor				·			
			χ α	18,000	<i>'</i>						·
			Total	18,000							18,000
	AVERAGE SALARY		Dollar Dif.					·			
	AVERAG		Fema1e			·					·
			Male	18,000							18,000
	•	,	Total	.50							.50
		F.T.E.	Female							÷	
	ER		Male	°20							.50
	NUMBER		Total	.50							.50
	į	Headcount	Female								
		H	Male	.50							.50
37.	RANK			. Frof.	Gssoc. Prof.	Asst. Prof.	Instr.	Admin		Prof. Sci. & Spec.	·Total

STATUS OF ... MEN STUDY

Total Dollar Dif. MEDIAN Female GRADUATE 2-34-4829 L&S GEOGRAPHY Male 18,000 | 18,000 MADISON 18,000 Total College or School Department Code_ Dollar Dif. AVERAGE SALARY Department_ Campus Female .08 · 18,000 18,000 Male Total 90. Female F.T.E. Male .08 80. NUMBER Total °08 80. Headcount Female Male •08 80, Prof. Sci. & Spec. 156 Frof: Admin. Assoc. Prof. Instr. Asst. Total RANK

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							Total								
-							Dif.								
	GRADUATE	сеог & сеорн	2-34-4832		MEDIAN		Female	·		·					
MADISON	[5]	L&S GEOL	2–34				Male	15,200							
Æ	choo1		apo;				Total	15,200						·	15,200
sn	College or School	Department	Department Code		AVERAGE SALARY	•	Dollar Dif.						·		
Campus	. Co11	Depa	Depa		AVERAGE		Female	-						-	
							Male	15,200			·				15,200
*				•	·		Total	.25							.25
		•	<u>-</u>		-	F.T.E.	Female							i	
					E E		Male	.25							.25
					NUMBER		Total	.25							.25
						Headcount	Female								
						H	Male	.25							.25
					RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total	

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STATUS OF THEN STUDY

MADISON

ERIC Full Text Provided by ERIC

STATUS OF .. JMEN STUDY

MADISON

Total Dollar Dif. MEDIAN Male (Female GRADUATE L&S HISTORY 2-34-4838 13,552 13,150 19,250 19,813 Total 16,862 College or School Department Code_ Dollar Dif. AVERAGE SALARY Department Campus Female 19,813 13,552 16,862 Male Total 4.66 2.45 2.21 Female F.T.E. Male 2.21 4.66 2.45 NUMBER Total 4.87 3.79 8.66 Headcount Female Male 4.87 3.79 8.66 Prof. Sci. & Spec.

132

Prof.

Asst. Prof.

Prof.

RANK

Admin.

Total

Instr.

ERIC Full Text Provided by ERIC

Total Dollar Dif. MEDIAN Female GRADUATE 2-34-4854 Male 17,000 12,250 13,584 |13,200 L&S MATH. MADISON 18,736 12,347 Total 16,446 College or School Department Code Dollar Dif. AVERAGE SALARY Department Campus Femal. 18,736 16,446 13,584 12,347 Male Total 4.46 2.65 1.09 , 72 Female F.T.E. Male 2.65 1.09 .72 4.46 NUMBER Total 4.25 1.83 1.50 7.58 Headcount Female Male 4,25 1.83 7.58 1.50

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Prof.

RANK

Assoc.

Prof.

Prof. Sci., & Spec.

Total

Admin.

Instr.

Prof.

Asst.

						ı		.1		ı	1		1	1	A-28		
i								Total									
					7		Dollar	Dif.									
	GRADUATE	.S. C.	855		MEDIAN		,	remale									
MADISON	G	L&S MATH RES. C.	2-34-4855						19,636			,					
~	School	L&S	Code					101a1	19,636								19,536
Campus	College or School	Department	Department Code		AVERAGE SALARY		Dollar	777									
Cam	Col	Dep	Dep		AVERAG		() ()	T CMGTE									·
							× 20	2000	12,036								19,636
					,		Total	-	or.	i							.18
			-	•	!	F.T.E.	Femalo			; ;							
				iz			Male	18									.18
					NUMBER		Total	.18									.18
•					Headcount	Female											
						in in	Male	.18						·			.18
					RANK	134	1	Prof.	Accor	Prof.	Asst. Prof		Instr	Admin.	Prof. Sci. & Spec.	Total	



A-29

STATUS OF WOMEN STUDY

Campus MADISON.

College or School GRADUATE

Department L&S METEOROL

Department Code 2-34-4857

		,												
RANK			NUMBER	æ				AVERAGE	AVERAGE SALARY			MEDIAN		
	Ħ	Headcount			F.T.E.	·					,			
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	.92		.92	26.		.92	20,433			20,433	21,100			
Assoc. Prof.	1.30		1.30	1.30		1.30	14,267			14,267	13,900			
Asst. Prof.	.37		.37	.37		.37	12,030			12,030	12,100			
Instr.			·						!					
Admin.														
Prof. Sci. & Spec.														A-29
Total	2.59		2.59	2.59		2.59	16,137			16,137				
									,					

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STATUS OF L. LEN STUDY

ļ	ı	ļ	1		ĵ.		Total					1	A-30	<u> </u> -	
					AN		Dollar Dif.								_
	GRADUATE	L&S MUSIC	1860		MEDIAN		Female								
MADISON	ĬŠ	L&S)	2-34-4860				Male	15,140							
Æ	choo1		ode.				Total	15,140	•			١	_		15,140
sn	College or School	Department	Department Code_		AVERAGE SALARY		Dollar Dif.		·				·		
Campus	Co11	Depa	Depa		AVERAGE		Female		·				-	i	
							Male	15,140					•		15, 0
							Total	.13			·				.13
						F.T.E.	Female								
					ir.	i	Male	.13					-		:13
			•		NUMBER		Total	.26							.26
					Headcount	Female									
						He	Male					·			.26
												•	Sci.		
r Í					RANK			ji 136	Assoc. Prof.	Assc. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total	



				ı	ĺ	į					1	ļ	A~31 I	ł	
							Total								
					N		Dollar Dif.								
	GRADUATE	PHILOSOPHY	2-34-4865		MEDIAN		Female					۶			
MADISON	5	L&S PHIL	2-3				Male	17,000	İ						
X	chool	,	ođe				Total	17,000							17,000
ະນະ	College or School	Department	Department Code		AVERAGE SALARY		Dollar Dif.								
Campus	Co11	Depa	Дере		AVERAGE		Female			Sc1.					
			,				Male	17,000							17,000
							Total	.50						. 50	
						F.T.E.	Female		,						
							Male								.50
					NUMBER		Total	1.00	·						1.00
	`.					Headcount	Female								
						Ĥ	Ma1e	1.00						-	1.00
				-	RANK			를 137	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Totaî	



STATUS OF .. LEN STUDY

A-32 Total Dollar Dif. MEDIAN Male Female GRADUATE 2-34-4872 L&S POL SCI. 17,400 15,000 | 15,000 12,200 MALISON 17,400 12,304 14,569 Total College or School Department Code Dollar Dif. AVERAGE SALARY Department Campus Female 17,400 15,000 12,304 Male 14,569 Total .50 .50 .72 1.72 F.T.E. Female .50 Male 1.72 20 72 NUMBER Total .30 1.00 2.11 3.61 Headcount Female Male .50 1.00 2.11 3.61

138

RANK

Assoc. Prof. Prof. Sci. 6 Spec.

Total

Admin.

Instr.

Prof.

Asst.

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								Campus	ns sn	Æ	MADISON			
							٠	Co110	College or School	choo1	GR	GRADUATE		
								Depar	Department	L&S	PSYCHOLOGY	OGY		
								Depar	Department Code	ode	2-34-4874	4874		
RANK	·	Š	NUMBER	ĸ				AVERAGE SALARY	SALARY			MEDIAN		
	Ħ	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Tota1
jo 139)	1.00		1.00	1.00		1.00	17,650			17,650	17,650			
Assoc. Prof.	1.00		1.00	1.00		1,00	14,500			14,500	14,500			
Asst. Prof.		·												•
Instr.														
Admin.											·			
Prof. Sci. & Spec.		.50	.50		.50	.50		13,870		13,870		13,870		A-33
Total	2.00	.50	2.50	2.00	.50	2.50	16,075	13,870	-2,205	15,634				

L&S SCAND. STU.

2-34-4878

Department Code_

Department

GRADUATE

College or School_

MADISON

Campus

RANK			NUMBER	ER				AVERAG	AVERAGE SALARY		_	MEDIAN	N .	
	Д	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
in 140	.50		. 50	.50		.50	19,000			1				
Assoc. Prof.														
Asst. Prof.														
Instr.				,										
Admin.								•						
Prof. Sci. & Spec.														A-34
Total	.50		.50			.50	19,000			19,000				

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L&S SLAV. LANG.

Department

2-34-4880

Department Code_

GRADUATE

College or School

Campus

MADISON

ı	1	1	!	l	1	1	ı	A-33						
	,	Total												
		Dollar Dif.												
MEDIAN		Female	18,400											
		Male												
		Total	18,400			1			18,400					
AVERAGE SALARY		Dollar Dif.						·						
AVERAGE		Female	18,400						18,400					
		Male												
		Total	.50						.50					
	F.T.E.	Female	.50						.50					
# # # # # # # # # # # # # # # # # # #		Male												
NUMBER				•			Total	.50			·			.50
	Headcount	Female	.50	·					.50					
	H	Male												
RANK			Frof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total					

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											•	A-36	
}						Total							
			, 1	1		Dollar Dif.		-				-	
	ГŦ	SOCIAL WORK	882	MEDIAN		Female							
	GRADUATE	L&S SOCIA	2-34-4882			Male	23,200						
MADISON	choo1	ij	-apo			Total	23,200						23,200
sn	College or School	Department	Department Code	AVERAGE SALARY		Dollar Dif.							
Campus	Coll	Depa	Dера	AVERAGE		Female							
						Male	0						23,200
						lotal	.50						.50
					F.T.E.	Femei							
				K		Male	.50		·				.50
				NUMBER		Total	.50						.50
	•			,	Headcount	Female	·						
					Ĥ	Male	.50						.50
				RANK		•	Frot.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



STATUS OF 1. EN STUDY

Campus MADISON

College or School GRADUATE

Department L&S SOCIOLOGY

Department Code 2-3'-4883

	f		ı	8			1	A-3 7			
		Total	L								
		Dollar Dif.									
MEDIAN		Female									
		Male	22,300	14,000	11,350						
		Tota1	22,300	14,000	11,278				15,479		
AVERAGE SALARY		Dollar Dif.									
AVERAGE		Female									
		Male	22,300	14,000	12,278				15,679		
		Total	.25	.50	.23				.98		
	F.T.E.	Female						·			
		Male	.25	.50	.23				86.		
NUMBER	·	Total	.25	69•	.23				1.17		
	adcount	Headcount	adcount	Female							
	Ήξ	Male	.25	69•	.23				1.17		
RANK			Frof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total		

STATUS OF WC 1 STUDY

LAS SP. & PORT

GRADUATE

College or School

Department

MADISON

Campus

A-3 Toral Dollar Dif. MEDIAN 2-34-4885 Female Male 15,325 15,325 Total 15,325 Department Code Dollar Dif. AVERAGE SALARY Female 15,325 Male 15,325 Total , <u>1</u>6 .16 Female F.T.E. Male .15 •16 NUMBER Total •16 .16 Headcount Female Male .16 .16 Prof. Sci. & Spec. Prof. Admin. Instr. Prof. Asst. Prof. Total RANK

ERIC

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STATUS OF homen STUDY

Campus

College or School

L&S SPEECH

Department

Code

2-34-4887

RANK			NUMBER	ER	•			AVERAGE	AVERAGE SALARY			MEDIAN	×	
	H	Headcount			.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Fema le	Dollar		2 0	10 10 10 10 10 10 10 10 10 10 10 10 10 1	Dollar	Ē
i 145	1.71		1.71	1.12	-	1.12	. 6			16.393	16.485	aremay	on.	lotal
Assoc. Prof.														1
Asst Prof.					j									
Instr.														
l diago			1							,				
7							-			•				
& Spec.					·									
lotal	1.71		1.71	1.12		1.12	16,393			16,393				



C. TUS OF 1. LEN STUDY

GRADUATE

College or School

MADISON

Campus

390								1	1	1
390				1						
8	_		Dollar Dif.							
2-34-4890	MEDIAN		Fema] e							
2			Male		15,000					
Sode					15,000					15,000
irtment (SALARY		Dollar Dif.							
. Depa	AVERAGE		Female							
			Male		15,000					,,,000
			Total	·	.33					.33
·		F.T.E.	Female							·
	K		Ma1e		.33	·				.33
	NUMBI		Total		.33					.33
		eadcount	Female							
		'Н	Male	·	.33					.33
	RANK		1	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	4dmin.	Prof. Sci. § Spec.	Total
	Department Code 2-		Department Code NUMBER Headcount Headcount F.T.E.	Headcount F.T.E. Male Female Total Male Female Total Male Female Dif. Total Male	ANK Headcount Headcount F.T.E. Headcount Headcount F.T.E. Male Female Total Male Female Total Male Female Dif. Total Male	ANK Headcount F.T.E. AVERAGE SALARY Male Female Total Male Total Male Total Male Female Total Male Total	AMK Headcount Fr.T.E. Male Female Total Male Female Total Male Female Dif. Total Male ssoc. 133 3.33 15,000 15,000 15,000 15,000 15,000 15,000 15,000 15,000	ANK Headcount Female Female Total Male Female Total Male Female Diff. 33 33 33 15,000 SSt. Department Code	ANK Headcount F.T.E. Male Female Total Male Female Total Male Female Dif. Total Male Total Male Female Dif. Total Male Total	ANK Headcount F.T.E. Male Female Total Male Female Total Male Female Dif. Total Male Ssoc. of33 .33 .33 15,000 15,000 sstr. latin.

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STATUS OF WE IN STUDY

Department L&S URB. & REG. PL.

College or School GRADUATE

MADISON

Campus

2-34-4894

Department Code

												•		
			NUMBER	SER				AVERAG	AVERAGE SALARY			HEDIAN	,	
	14	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Σ	1 1 1 1	Dollar	1
147	.04		• 00	.04		.04	23.421	,				remare	DII.	Total
•										23,421	23,420			
Asst.										,				
		-												
Instr.											,			
														
Admin.														
								- 						
Prof. Sci.														
& Spec.							•		·	<u> </u>			-	A-4
											·			. T
	.04		.04	•04		• 04	23.421							
	-					_				77.67				



STATUS OF (EN STUDY

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Total Dollar Dif. L&S ZOOLOGY MEDIAN Male Female GRADIIATE 2-34-4897 20,400 20,400 | 20,400 MADISON 20,400 Total College or School Department Code Dollar Dif. AVERAGE SALARY Department Campus Female 20,400 20,400 Male Total .50 .50 Female F.T.E. Male .50 .50 NUMBER Total .50 50 Female Headcount Male .50 .50 Prof. Sci. & Spec.

Instr.

Asst. Prof.

Assoc. Prof.

RANK

Admin.

Total

(

STATUS OF W. EN STUDY

		TOTALS	
	GRADUATE	LETTERS & SCIENCES TOTALS	2-34-48
MADISON	School	LETTERS	Code
Campus	College or School	Department	Department Code

	NUMBER	,		AVERAGE	AVERAGE SALARY			MEDIAN		 -
Headcount	[E.]	F.T.E.								
Male Female Total Male I	15.	Female Tctal	I Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
.50 23.14 16.14			4 19,063		-663			005+		
10.94 7.93	Į.	7.93	3 13,992	;		13,992	3,900			
5.38 5.38 3.21	l :	3.21	1 11,528			11,528 1	11,950			
	l									
	1									
.50 .50	· -:	.50 .50		13,870		13,870		13,870		
38.96 1.00 39.96 27.28 1.0	0	.00 28.28	28.28 16,702 16,135		-567	16,682				

A-44

Prof. Sci. & Spec.

Total

Admin.

Instr.

Asst. Prof.

STATUS OF CEN STUDY

Total Dollar Dif. MEDIAN Male Female MEDICAL PATHOLOGY 2-34-53 GRAD. MADISON 17,644 | 17,644 Total 17,644 College or School Department Code Dollar Dif. AVERAGE SALARY Department Female 17,644 Male 17,644 Total . 44 77. Female F.T.E. Male 44. 744 NUMBER Total 1.00 1.00 Headcount Female Male 1.00 1.00

.50°S

Frof.

RANK

Prof.

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STATUS OF ... JEN STUDY

Campus MADISON

College or School GRADUATE

Department BIOPHYSICS - GRNERAL

Department Code 2-34-7300

vy MEDIAN	_		Total Male Female Dif. Total	19,070 19,391	14,021 14,526				12,201 11,479	
ATTED ACT CAT ARY	or other		Dollar Dif.			-				
ATTEDA	AVEKA		Female							
			Male	19,070	14,021				12,201	
			Total	2.00	1.48		·		1.25	
		F.T.E.	Female				·			
	æ		Male	2.00	1.48				1.25	
	NUMBER		Total	2.00	1.48			·	1.25	
		Headcount	Female							
		He	Male		1.48				1.25	
	RANK			ii 151	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

ERIC

STATUS OF WON STUDY

A-46 Total Dollar Dif. -4,828 MEDIAN 7,036 Female GRADUATE BIOTRON 2-34-7400 Male 7,036 | -6,791 | 11,597 | 11,864 MADISON Total College or School Department Code Dollar Dif. AVERAGE SALARY Department Campus Female 13,827 Male Total 3.67 Female 1.00 F.T.E. 2.67 Male NUMBER Total 3.67 Headcount Female 1.00 Male 2.67

-6,791 | 11,997

7,036

13,827

3.67

1.00

2.67

3.67

1.00

2.67

Total

Prof. Sci. & Spec.

Instr.

Asst. Prof.

Assoc.

RANK

Admin.

ERIC

Full Text Provided by ERIC

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A-47

STATUS OF WON STUDY

Campus

College or School GRADUATE

Department Code 2-34-7800

		NUMBER	ER				AVERAG	AUGRAGE SAGAL			MEDIAN		
	-												
Headcount	nt			F.T.E.			·		-				
Male Female Total Male	Total	Ma1e		Fema1e	Total	Male	ਸ ਰ ਰ ਰ	Dollar	To + 0.1	7.	F.	Dollar	1
	1.00		 		1.00	18,955		1177	18 955	18 700	remare remare	DIE.	Total
.50 .50		.50	_		.50	17,900			17.900	17,900			
1.49 1.49		1.49			1.49	12,748	1 · · · · · · · · · · · · · · · · · · ·		12,748	12.788			
										î			
			1										
75.00 20.00 95.00 75.00 1	95.00 75.00	 	-	19.75	94.75	9,354	7,495	-1,858	8,967	8,836	7,475	7,475; -1,361	
77.99 20.00 97.99 77.99 19.	97.99 77.99		Fi	9.75	97.74	9,598	7,495	-2,103	9,172				



STATUS OF "LAMEN STUDY

College or School GRADUATE

Department ENZYME INSTITUTE

Department Code - 34-8100

												METER AM		
RANK			NUMBER	ឌ	·			AVERAGE SALARY	SALARY			MEDIAN		
	Ä	Headcount			F.T.E.								1	
:	Ma1e	Female	Total	Male	Female	Total	Ma1e	Female	Dollar Dif.	Tota1	Ma1e	Fenale	Dollar Dif.	Tota1
: 25 15	4.51		4.51	4.51		4.51	25,346	:		25,5	24,955			
Assoc. Prof.														
Asst. Prof.	8.00		8.00	8.00	·	8.00	10,594			10,594	10,309			
Instr.													·	
Admin.							·							
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00	13,549	10,000	-3,549	11,774	13,549	10,000	-3,549	
Total	13.51	1.00	14.51	13.51	1.00	14.51	15,737	10,000	-5,737	15,342				



STATUS OF JMEN STUDY

M-47 Total Dollar Dif. MEDIAN Female Department MARINE STUDIES CENTER 2-34-8300 College or School GRADUATE 8,591 20,033 | 20,000 Male MADISON 13,495 8,591 Total Department Code_ Dollar Dif. AVERAGE SALARY Campus Female 13,495 20,033 8,591 Male 3.50 Total 2.00 1.50 Female F.T.E. 3.50 2.00 1.50 Male NUMBER Total 4.00 2.00 2.00 Headcount Female 2.00 2.00 4.00 Male Prof. Sci.

Assoc.

RANK

& Spec.

Total

Admin.

Instr.

Asst. Prof.

(_1

STATUS OF WOMEN STUDY

Campus

College or School GRADUATE

Department HUMANITIES INST. FOR RES.

Department Code 2-34-8400

RANK			NUMBER	Ä				AVERAGE	AVERAGE SALARY			MEDIAN		
	H	Headcount			F.T.E.				,					
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
j. 156	, 72		.72	.72		.72	22,991			22,991	22,991		·	
Assoc. Prof.														
Asst.									·					
Instr.														
Admin.														
Prof. Sci. & Spec.	2.00		2.00	2.00		2.00	. 9,500			9,500	9,500			
Total	2.72		2.72	2.72		2.72	13,071			13,071				
	-								•					

ERIC*

& Spec.

Total

Artie 1.

Instr.

Prof. Asst.

STATUS OF LAKEN STUDY

Total Dollar MEDIAN Female 2-34-8600 10,276 College or School GRADNATE Department MOLECULAR BIOL. 12,866 Male 22,664 13,218 10,276 14,521 22,664 MADISON Total Department Code Dollar Dif. AVERAGE SALARY Campus Female 10,276 14,521 22,664 13,218 Male .75 3.18 4.83 96. Total Female F.T.E. . 4.83 3.18 .75 8 Male NUMBER Total 4.83 .75 3.18 96. Headcount Female 4.83 . 75 96. 3.18 Male Prof. Sct.

Prof. 727

RANK

Prof.

ERIC

STATUS OF JMEN STUDY

4.5

Total Dollar 491 Dif. ı MENTAL RET. CENTER MEDIAN 10,800 15,464 GRADUATE 2-34-8700 Male Female 11,291 MADISON 15,545 15,464 11,221 14,913 Total 13,351 College or School Department Code_ Dollar Dif. AVERAGE SALARY 491 306 Department Campus + j 15,464 10,800 13,303 13,609 Female 11,291 14,913 Male Total 5 2.33 5,33 2.50 F.T.E. Female .50 .33 . . Male 2.00 2.50 4.50 NUMBER Total .50 2.33 2.50 5.33 Headcount Female .50 .33 .83 Male 2.00 2.50 4.50

> Assoc. Prof.

RANK

Prof. Sci. & Spec.

Total

Admin.

Instr.

Asst. Prof.

ERIC Full Text Provided by ERIC

STATUS OF JMEN STUDY

إب PHYS. SCI. GENERAL 2-34-8900 GRADUATE MADISON College or School Department Code Department Campus

RANK			NUMBER	13. 13.	•			AVERAGI	AVERAGE SALARY			MEDIAN		
	莊	Headcount			F.T.E.							•		
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.														na Varja jaroje (n. 1
GASSOC.							·			·				
Asst. Prof.														
Instr.						•								
Admin.						i								
Prof. Sci. & Spec.	8,48		8,48	7.98	·	7.98	12,416			12,416	14,114			
Total	8.48		8,48	7.98		7.98	12,416			12,416				

STATUS OF MEN STUDY

2-34-8910

Department Code

PHY SCI COMP CTR

Department

College or School GRADUATE

MADISON

Campus

Total Dollar Dif. MEDIAN Male | Female 10,268 10,268 10,268 Total Dollar Dif. AVERAGE SALARY Female 10,268 2.00 | 10,268 Male 2.00 Total Female F.T.E. Male 5.00 2.00 NUMBER Total 2.00 2.00 Headcount Female. 2.00 2.00 Male Prof. Sct. & Spec. Assoc. Instr. Admin. 녆 Asst. Prof. Prof. RANK

ERIC Arull fost Provided by ERIC

Total Dollar Dif. MEDIAN Male | Female phys sci shops 2-34-8970 10,882 GRADUATE MADISON 11,481 11,481 Total College or School_ Department Code_ Dollar Dif. AVERAGE SALARY Department Campus Female 11,481 11,481 Male Total 8.25 8.25 Female F.T.E. 8.25 8.25 Male NUMBER Total 8.25 8.25 Headcount Female 8.25 .8,25 Male Prof. Sct. & Spec. Admin. 19 Assoc. Instr.

Asst. Prof.

Prof.

RANK

Total

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STATUS OF WOMEN STUDY

Department PHYSICAL SCIENCE TOTALS

College or School GRADUATE

Campus MADISON

		1		, . I					W~つ0	
			Total	b ,						
			Dollar Dif.	1						
89.	MEDIAN	-	Female					·		
2-34-89			Male							
ode			Total				\		11,757	11,757
Department Code_	AVERAGE SALARY		Dollar Dif.						·	
Дера	AVERAGE		Female						·	,
			Male					·	11,757	11,757
•			Total	-					18.23	18.23
•	,	F.T.E.	Female							·
	X 5		Male						18.23	18.23.
	NUABER		Total		•		·		18.73	18.73
		Headcount	Female							
		H	Male						18.73	18.73
	RANK			Froi.	Soc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

ERIC Full Taxt Provided by ERIC

STATUS OF ... JMEN STUDY

RES. ANIMAL RESOURCE PROG.

Department

GRADUATE

College or School

MADISON

Campus

	1	ı		.1	1		1		1	4				
			Total	1		,							•	
•	7.		Dollar Dif:		,									
2-34-9000	MEDIAN		Female											
2-3			Male						*			10 685	200,02	-
Code			Total									10,685		10,685
Department Code_	AVERAGE SALARY		Dollar Dif.											
Дер	AVERAG		Female											
			Male									10,685		10,685
			Total									1.00		1.00
		F.T.E.	Female	· · · · · · · · · · · · · · · · · · ·						ì				·
	ER		Male									1.00		1.00
	NUMBER		Total									1.00		1.00
		Headcount	Female											
		H	Male									1.00		1.00
	RANK		LaProf.	63	Assoc. Prof.	Asst.	Prof.	Instr.		Admin.	Prof. Sci.	י האלה ה	Total	

STATUS OF MEN STUDY

SPACE SCI. & ENG. CENTER 2-34-9100 GRADUATE MADISON College or School_ Department Code_ Department Campus

	•	Total					·		
Z	. 1	Dollar Dif.	3 0 7. 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	·				-818	
MEDIAN		Female						9,818	
		Male	18,953	12,200				10,636	
		Tota1	18,363	12,200		•		11,431	11,667
AVERAGE SALARY		Doilar Dif.						-1,635	-1,871
AVERAGE		Female						9,818	9,818
		Male	18,363	12,200				11,453	11,689
		·Total	.62	.17				17.99	18.78
	F.T.E.	Female	•			·		.25	.25
Ä		Male	.62	.17	·		·	17.74	18.53
NUMBER		Tota1	.62	.17				19.34	20.13
	Headcount	Female		·				1.00	1.00
	He	Ma1e	.62	.17				18.34	19.13
RANK		•	Frot	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

STATUS OF ...MEN STUDY

Total Dollar Dif. MEDIAN Male Female 2-34-9200 SURVEY RES. LAB. GRADUATE 9,818 19,145 MADISON 9,818 19,145 12,927 Total College or School_ Department Code Dollar Dif. AVERAGE SALARY Department Campus Female 19,145 9,818 12,927 Male Total .87 .29 .58 Female F.T.E. Male .29 58 .87 NUMBER Total . 53 58 .87 Headcount Female Male .29 .58 .87

> Prof. Sci. & Spec.

Total

Admin.

Instr.

Asst. Prof.

Assoc. Prof.

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RANK

ERIC Full Taxt Provided by ERIC

STATUS OF JMEN STUDY

					, .								A-6U	
		·				·	Total	1. V					-	
	,	TEENBOCK	370	· •			Dollar Dif.	13 · · · · · · · · · · · · · · · · · · ·						
	GRADUATE	PROFESSORS STEENBOCK	2-34-9370		MEDIAN		Female							
MADISON	GR	SPEC. PROF					Male							
*	choo1		ode				Total	20,455						20,455
Sn	College or School	Department	Department Code_		AVERAGE SALARY		Dollar Dif.			·				
Campus	Co11	Depa	Depa	Ţ	AVERAGE		Female		,					
					-		Male	20,455						20,455
			•	•			Total	1.00						1.00
ı						F.T.E.	Female							·
		-			X.		Male	į i						1.00
٠.		•			NUMBER		Total	1.00						1.00
						Headcount	Female		·					
						H	Male	1.00						1.00
			·		RANK				Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



STATUS OF JMEN STIMY

Campus

College or School GRADUATE

Department SPEC. PROFS. U. HOUSES

Department Code 2-34-9390

AVERAGE SALARY

MEDIAN

RANK			NUMBER	æ				AVERAGE	AVERAGE SALARY			MEDIAN	l-mgp	
	Ħ	Headcount			F.T.E.									
• • •	Male	Famale	Total	Male	Female	Total	Male	Fenale	Dollar Dif.	Total	Male	Female	Dollar Dif	Total
Prof.	1.00	•50	1.50	1.00	.50	1.50	26,400	20,400	000,9-	24,400	26,400	20,400	000*9-	1. V ,
Assoc. Prof.		·												
Asst. Prof.				-	·									
Instr.														
Admin.						·								
Prof. Sci. & Spec.														
Total														
	1.00	.50	1.50	1.00	.50	1.50	26,400	20,400	20,400 -6,000 24,400	24,400				

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STATUS OF THEN STUDY

					,							-		
į						.•	Total				·	·		
			. P. 181			1. 	Diff.							
	53	PROF.	2–34–9395		MEDIAN		Female			, Į				·
•=	GRADUATE	SPEC. PROF. WARF	2-:		·		Male	23,542						
MADISON	choo1	SPEC. PI	ગતે હ				Total	23,199					·	23,199
sn	College or School	Department	parke of Code		AVERAGE SALARY		Dif.							*
Campus	Coll	Deba		s.	AVERAGE		Female			·		Topic Topical		
							Male	23,199						23,199
					·	·	Total	1,14						1.14
				•		F.T.E.	Female							
					#3		Male	1.14	·			·	,	1.14
					NUMBER		Total	1.50						1.50
						Headcount	Female							
		•				ř	Male	1.50		·				1.50
					RANK		,	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



STATUS OF ..OMEN STUDY

MADISON

Part									Campus	ຮຸກ	MADISON				
Number Special Professions Total Male Female Total Male Female Total Male To									Co11(ege or S	choo1	GRADUAT	E	Y	
NUMBER N									Depa	rtment	SPECIA	IL PROFES	SSORS TOT	TALS	
Headcount F.T.E. Male Female Total Male Female Total Male Female Diff. Total Male Female Diff.						•	•		Depa	rtment C	ode	2-34-9	-		
Headcount Fr.T.E. Mumber Average Salaky Male Female Dollar Total Male Female Diff. Total Male Female D						۰.						·	-		
Headcount France F.T.E. Dollar Female Dollar Female Dollar Do	RANK			NUMBI	er.				AVERAGE	SALARY			MEDIAN		
Male Female Total Male Female Diff. Total Male Female Diff. Dollar Female Diff. Diff. 3.50 .50 4.00 3.14 .50 3.64 23,344 20,400 -2,944 22,940 25,000 20,400 -4,600 cd.		×	eadcount			F.T.E.				•				, , , , , , , , , , , , , , , , , , ,	
3.50 .50 4.00 3.14 .50 3.64 23,344 20,400 -2,944 22,940 25,000 20,400 -4,600 -3.50 3.50 3.54 20,400 -2,944 22,940 3.14 .50 3.64 23,344 20,400 -2,944 22,940		Male	Female	Total		Female	Totai		Female	Dollar Dif.			Female	Dif.	Total
ci. 3.50 .50 4.00 3.14 .50 3.64 23,344 20,400 -2,944	Jest 16:	3.50	.50	4.00	3.14	.50	3.64	23,344	20,400	-2,944	22,940	25,000	20,400	-4,600	
ci. 3.50 .50 4.00 3.14 .50 3.64 23,344 20,400 -2,944	Assoc. Prof.													·	
Sci. 3.50 .50 4.00 3.14 .50 3.64 23,344 20,400 -2,944	Asst. Prof.				-			/							
Sci	Instr.														
Sci	Admin.														
3.50 .50 4.00 3.14 .50 3.64 23,344 20,400 -2,944	Prof. Sci. & Spec.				-										
	Total	3.50	.50	4.00	3.14	.50	3.64	23,344	20,400	-2,944	22,940				

STATUS CAOMEN STUDY

WATER RESOURNER

CHADUATE

College or School

MADISON

Campus

Total Dollar Dif. -4,878 KEDIAN Male Female 6,413 2-34-9400 11,600 18,450 11,291 12,000 17,714 12,000 11,352 Tota1 10,169 -4,826 |10,540 Department Code Dollar Dif. Dapa-tment AVERAGE SALARY -4,562 Female 11.70 (11,339 | 6,777 6,777 17,714 12,000 11,603 11,352 Male .42 Total .33 1.17 13.62 Female F.T.E. 3.00 .3.00 .33 . 42 1.17 Male 10.62 **κ.** 70 NUMBER Total .58 • 33 1.17 13.14 3.00 15.22 Headcount Female 3.00 .58 Ma1e .33 1.17 10.14 12.22 Prof. Sci. Assoc. & Spec. Instr. Admin. Prof. Asst. Prof. RANK Total

ERIC FULL DESCRIPTION OF THE PROVIDENCE OF THE PROVIDE OF THE PROV

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Total Dollar Dif. -5.564 MEDIAN 8,223 Female Department U. INDUSTRE REG. PROG. 2-34-9500 distribution of 13,787 18,000 Male 11,322 18,568 -7,286 | 14,387 Total 3 3 6 Department Code__ Dollar Dif. -4,227 AVERAGE SALARY Campus 8,223 8,223 Female 15,509 12,450 18,568 Male 2.50 5.91 Total 3.41 Female F.T.E. .91 .91 5.00 2.50 2.50 Male NUMBER Total 5.91 2.50 3.41 Headcount Female .91 .91 5.00 2.50 2.50 Male Prof. Sci. & Spec. Admin. Instr. Assoc. Prof. Total Prof. Frof. Asst. RANK

STATUS OF TEN STUDY

MADISON

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STATUS OF OMEN STUDY

MADISON

		-			÷			_			P	7-00	
						Total	2.7					-	
				-	Dollar	Dif.		·				-3,891	
			2-34-9700	MEDIAN		Fema le	•					6,177	
MADISON	GRADUATE	PRESS	2			Male						10,068	
MAI		J.W.	ode .			Total						8,074	8,074
ສູ	College or School	Denartment	Department Code	SALARY	100	Dif.						-3,685	-3,685
Campus	Co11e	ופתאת	Depar	AVERAGE SALARY		Female						6,924	6,924
				·	•	Male						10,609	10,609
						Total				• .		25.63	25.63
					F.T.E.	Female						17.63	17.63
				æ		Male						8,00.	8.00
·				NUMBER		Total						26.00	26.00
	•				Headcount	Female						18.00	18.00
					He	Male						8.00	8.00
				RANK		1	Sprof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

STATUS OF OMEN STUDY

College or School GRADUATE

MADISON

		ı	1		ہے	ļ	1	1		ı	1.	1
				.•	Total	,						
		•		8	Dollar Dif.	3					+6,210	
SPEC. JOUR.	2–34–9750		MEDIAN		Female						10,955	
RESS SPE					Male		, .				4,745	
UW PRESS	ode				Total						7,599	7,599
Department	Department Code		AVERAGE SALARY		Dollar Dif.	,					+6,210	+6,210
Depa	Дера	•	AVERAGE		Female						10,955	10,955
					Male			·			4,745	4,745
					Total			,			1.85	1.85
		•		F.T.E.	Female						.85	.85
			K.		Male	-					1.00	1.00
			NUMBER		Total	·					2.00	2.00
				Headcount	Female		·				1.00	1.00
				He	Male						1.00	1.00
			RANK		•	377:	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

ERIC Full Text Provided by ERIC

STATUS OF EN STUDY

											•		n -00	
					,	·	Total	, , , , , , , , , , , , , , , , , , ,						
				- •			Dollar Dif.						-3,437	
	ស	S	•	,	MEDIAN		Female						6,177	
N.	GRADUATE	ss totals	2-34-97		· .		Male						9,614	
MADISON	School	uw press	Code				Total						8,042	8,042
snd	College or School	Department	Department Code		AVERAGE SALARY		Dollar Dif.						-2,864	-2,864
Campus	Col	Dep	Dep		AVERAG		Female						7,093	7,093
							Male						9,957	9,957
•				÷			Total	,					27.48	27.48
						F.T.E.	Female						18.48	18.48
•					æ		Male			·	,		00.6	00.6
					NUMBER	,	Total	•					28.00	28.00
						Headcount	Female						19.00	19.00
						Ĥ	Male						9.00	9.00
					RANK			.; 17 4	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

Prof.
Assoc.
Prof.

STATUS OF WATEN STUDY

Campus MADISON

Coilege or School GRADUATE SCHOOL

Department Tode 2-34

•		i	NUMBER	SR.	•			AVERAGE	AVERAGE SALARY	_		MEDIAN	97	
'	₩.	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Ma 1	न व्याय	Dollar	
	45.28	1.50	46.78	36.80	1.50	38.30	38.30 20,229	17,967	-2,262	20,140				100
	15.06	.50	15.56	11.30	.50	11.80	11.80 14,074	15,464	+1,390	14,133			7	
	23.22	.33	23.55	19.87	.33	20.20		10,800	- 693	11,484				
T					·		į							
	5.14		5.14	5.14	i	5.14	5.14 18,146			18,146				
	148.22	55,41	203.63	i	145.68 51.89	197.57 10,388	10,388	7,316	-3,072	9.581				
	236.92	57.74	294.66	218.79	54.22	273.01 12,516	12,516			11,561				
-	_													

VII. LAW SCHOOL

Women are represented in both departments of the Law chool, but only one holds an appointment higher than Professional, Scientific, and Specialist.

Appendix A contains the data sheets for the Law School. Summaries are tabulated below.

TABLE I

PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: Law School

University of Wisconsin

1969-70

Title,	Headcount	FTE
Professor	3.6%	2.8%
Associate Professor	0%	0%
Assistant Professor	0%	0%
Instructor	. 0%	0%
Administration	0%	0%
Professional, Scientific, and	:	•
Specialist	77.8%	7 5.5%
Total for Law School (all Titles)	18.2%	16.4%

TABLE LI

NUMBER OF WOMEN (BY TITLE)

Madison: Law School

University of Wisconsin .

1969-70

	Numbers of	Women
Title	Headcount	FTE
Professor	1.00	.75
Associate Professor	. o	o
Assistant Professor	0	0
Instructor	0	. 0
Administration	0	0
Professional, Scientific,	and	
Specialist	7.00	6.17
Total (All titles)	8.00	6.92

TABLE III

DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)

Madison: Law School

University of Wisconsin

1969-70

Title	Dollar Differential
Professor	-5180
Professional, Scientific, and	

, Specialist

~1859

The Law School sample is too small to reveal any particular trends in salary differential or title by title distribution. However, we do find that women are in the major by in the lowest level, whereas at the highest professorial rank, there is only one woman among a number of men.

A close look at the Law Library reveals that though women are in the majority among the employees holding academic appointments (five out of seven-headcount), the head of the Library at the highest salary is a man. Also, the highest paid employee with a Specialist title is a man.

APPENDIX A

Data for the Law School

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Total Dollar Dif. -4,602 MEDIAN 20,502 | 15,900 8,137 Female 8,509 24,083 16,233 16,600 14,970 | 14,700 Male 2-45-1000 LAW GENERAL MADISON 24,083 19,445 8,509 20,936 8,137 Total College or School Department Code -9,951 Dollar Dif -5,180 AVERAGE SALARY Department_ Campus 10,254 8,137 15,900 Female 36.00. 20,205 16,233 8,509 14,970 24,083 21,080 Male 1.50 2.50 2.00 2.00 27.00 3.8 Total Female F.T.E. 2.75 2.00 .75 33.25 2.00 26.25 2.50 1.50 1.00 Male NUMBER 37.00 2.50 2.00 2.00 28.00 1.50 1.00 Total Headcount Female 3.00 2.00 1.8 34.00 2.50 2.00 27.00 1.50 1.00 Male

> Prof. Sci. & Spec.

Total

Instr.

Asst. Prof.

Assoc. Prof.

180

Prof.

RANK

Admin.

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STATUS OF K. EN STUDY

- Campus

				· · .									1-2	
		i E				Total		· ·						
					701 1st	Dif.	1	-					-4,638	
		, 000		MEDIAN		Female			·			·	6,360	
LAW	LIBRARY	2-45-5000	·			Male							10,998	
choo1	LIB	ode		·		Total							7,922	7,922
College or School	Department	Department Code		AVERAGE SALARY		Dollar Dif.							-4,007	-4,007
Coll	Дера	Depa		AVERAGE		Female	-				1		6,991	6,991
						Male							10,998	10,998
						Total							6.17	6.17
			:		F.T.E.	Female							4.17	4.17
				R		Male							2.00	2.00
•	•			NUMBER		Total				·			7.00	7.00
		•			Headcount	Fema1e							5.00	5.00
					He	Male							2.00	2.00
				RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.		Admin.	Prof. Sci. & Spec.	Total

ERIC .

Campus MADISON

College or School LAW

Department TOTAL

Department Code 2-45

Male Female Dollar Total Male Female Dif. Total

		Total							
-	,	Dif.	,						
MEDIAN		Female				,			
		Male							
		Total	20,936	14,970	16,233	8,509	24,083	8,249	17,812
AVERAGE SALARY		Dollar Dif.	-5,180	·			·	-1,859	-11,398 17,812
AVERAGE		Female	15,900	·		-		7,358	8,284
		Male	21,080	14,970	16,233	8,509	24,083	.9,217	19,682
		Total	27.00	2.50	1.50	1.00	2.00	8.17	42.17
	F.T.E.	Female	.75	·	·			6.17	6.92
R		Male	26.25	2.50	1.50	1.00	2.00	2.00	35.25
NUMBER		Total	28.00	2.50	1.50	1.00	2.00	9.00	44.00
	Headcount	Female	1.00	·	,	·		7.00	8.00
	He	Male	27.00	2.50	1.50	1.00	2.00	2.00	36.00
RANK			Frof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

VIII. COLLEGE OF LETTERS AND SCIENCE

sented, 27 departments have no women as Instructors, Assistant Professors, Associate Professors, or full Professors; a half-time lecturer is the sole female with a teaching position present in these departments. Eleven of these 27 departments employ women in non-faculty Professional, Scientific and Specialist positions only while the remaining 16 employ no women at all. In the one department that has no males, the entire staff of that department is a woman at .67 time. The remaining 27 departments show female representation at a level of at least Instructor or above.

A look at academic women in the total picture for the College of

Letters and Science is now in order as data for individual departments can

be viewed independently in the collection of tables in Appendix A.

TABLE I

PERCENT OF TOTAL COLLEGE MEMBERSHIP

REPRESENTED BY WOMEN (BY TITLE)

Madison: College of Letters and Science
University of Wisconsin
1969-70

Title	Percent Women are of Headcount	Total Membership FTE
Professor	2.5%	2.5%
Associate Professor	5.0%	5.1%
Assistant Professor	11.0%	11.1%
Instructor	35.0%	31.4%
Professional, Scientific and Specialist	46.5%	41.9%
Lecturer ²	58.1%	52.5%
Total for L&S (All titles)	11.0%	10.0%
		,

Lecturers were culled from the Professional, Scientific and Specialist category, as the latter category is a "catch all" which includes Project Associates, Specialists, Lecturers, etc. Please note that they are included in the Professional, Scientific and Specialist figures. Data on lecturers is indicated in footnotes where applicable.



TABLE [II

NUMBER OF WOMEN (BY TITLE)

Madison: College of Letters and Science University of Wisconsin 1969-70

Title	Numbers Headcount	of Women FTE	
Professor	10.00	9.50	
Associate Professor	8.52	8.52	
Assistant Professor	29.91	29.91	
Instructor	13.45	11.45	· · .
Professional, Scientific and Specialist	44.62	35.03	
Total L&S (All titles)	106.50	94.41	· '

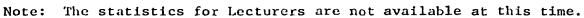
TABLE III

DOLLAR DIFFERENTIAL* OF WOMEN FACULTY (BY TITLE)

Madison: College of Letters and Science University of Wisconsin 1969-70

Title	Dollar Differential
Professor	- \$3,744
Associate Professor	- \$1,158
Assistant Professor	~ \$ 219
Instructor	- \$ 363
Professional, Scientific and Specialist	~ \$3,226

^{*}Based upon academic year mean salaries and includes departments where both sexes are not represented.





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In general, for women, there is a positive correlation between an increase in academic level and increased discrepancy in dollar differential. As the levels get migher, the percentages, (and usually numbers,) of women employed at each level consistently decrease. This tendency has also been noted at Johns Hopkins University, at the University of Minnesota, Twin Cities Campus, Columbia University, the University of Maryland, and many others. (In the Columbia study it was found that salaries at Barnard College when compared to Columbia were lower for women varying from an average difference of over \$5,500 at the full Professor level to \$1,765 at the Assistant Professor level.

At the University of Chicago, a survey of the 1969 faculty showed that of the 460 full Professors, only 11 were women. It goes on to note that of the entire faculty, women are 2.4% of all Professors, 5.6% of all Associate Professors, 11.2% of all Assistant Professors and 13.0% of all Instructors. (These

Anne Alexander, "Who's Come a Long Way, Baby?" The Johns Hopkins Magazine (April, 1970), p. 11.

⁴David Kuhn, <u>Minneapolis Tribune</u> (May 23, 1970)

⁵ Report from the Committee on Discrimination Against Faculty Women, Columbia University, 1969, p. 4.

⁶Circular Letter No. 5 of the National Associat and Land-Grant Institutions (March 18, 197) . 11.

Report from The Committee on Discrimination Against Faculty Women, Columbia University, 1969, p. 5.

⁸Jo Freeman, "Women on the Social Science Faculties since 1892."

(Draft of a speech delivered to a university panel on the status of women at the University of Chicago, Winter 1969).

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percentages closely mirror those of the 1969-70 faculty of the Madison campus College of Letters and Science with the exception of the instructor category). Patricia Graham reports that the 2% figure for the proportion of full Professors who are women also applies at Stanford University and Columbia University.

A longitudinal view of the University of Visconsin can be provided by using the 1962 survey compiled by Dr. E. B. Fred, President Emeritus of this university. The faculty of the College of Letters and Science of 1959-60 can be compared to that of 1969-70. Figures are on a headcount basis.

Patricia Albjerg Graham, "Women in Academe," Science (September 25, 1970), p. 1284.

E. B. Fred, "Women and Higher Education: With Special Reference to the University of Wisconsin," The Journal of Experimental Education (December 1962), pp. 169-70.

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TABLE TV

COMPARISONS OF MEN AND WOMEN FACULTY, 1959-60 AND 1969-70 COLLEGE OF LETTERS & SCIENCE, MADISON CAMPUS

	Ful1	and Associat	e Professors	
Year	Total	Men	Women	% Women
1959-60	279	267	12	4.3
1969-70	561	542	19	3.3
	Assist	ant Professor	and Instructo	r
Year	Total	Men	Women	% Women
1959-60	143	120	23	16.1
1969-70	310	267	43	14.0
	Totals	s: Professor	- Instructor	
Year	Total	Men	Women	% Women
1959-60	422	387	35	8.3
1969~70	871	809	62	7.1

It can readily be seen that while the numbers of faculty in each category have increased, the percentages of women in each rank has consistently decreased.

The statistics reported in this survey of Madison's College of Letters and Science, and other studies cited, show that the status of women is indeed not the same as that of their male colleagues in terms of financial rewards and their position in the academic hierarchy.

APPENDIX A

Data by Departments and Totals for all Departments in the College of Letters and Science, Madison Campus, University of Wisconsin. Included are some Illustrative Graphs.

STATUS OF 1 EN STUDY

1 .1 Department African Language & Literature College or School Letters and Science Department Code 2-48-0600 Madison Campus

RANK			NUMBER	<u>e</u>	·		•	AVERAGE	AVERAGE SALARY			MEDIAN		
	H	Headcount			F.T.E.		·						,	
	Male	Female	Total	Male	Female	Total	Male	Female	bollar Dif.	Total	Male	Female	Dollar Dif.	Total
i. 190	1.00		i	1.00		1.00	17,700			17,700	17,700			17,700
Assoc. Prof.						-								
Asst. Prof.	2.00		2.00	2.00		2.00	11,850	_		11,850	11,850			11,850
Instr							-					·		
Adein.										•				
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	8,000			8,000	8,000	·		8,000
Total	4.00		4.00	4.00		4.00	12,350			12,350	12,350	.		12,350
									,			-		

A-2

STATUS OF W IN STUDY

Campus MADISON

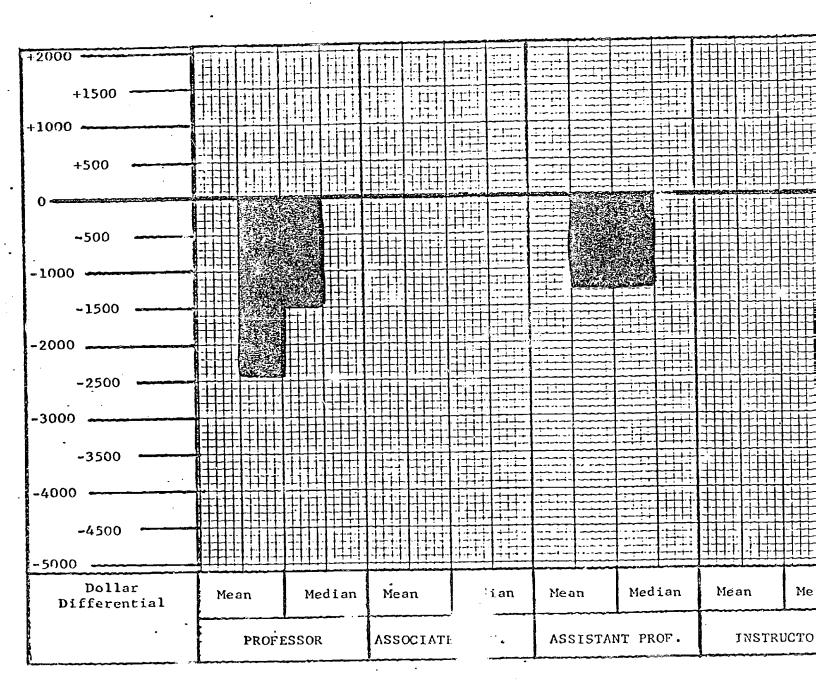
College or School L & S

Department ANTHROPOLOGY

Department Code 2-48-0700

		Total								
	, ,	Dollar Dif.	-1,455		-1.250					
MEDIAN	-	Female	16,900		10.000					
		Male	18,350	12,600	11,250		ļ			
		Total	18,923	12,875	11.073					15,612
AVERAGE SALARY		Dollar Dif.	-2,391		-1,250					- 473
AVERAGE		Fenale	16,900		10,000					15,188
		Male	19,291	12,875	11,250		·			15,661
		Total	6.50	4.00	2.33		·			12.83
	F.T.E.	Female	1.00		.33				,	1,33
K		Male	5.50	4.00	2.00					11.50
NUMBER		Total	7.00	4.00	2.33					13.33
	Headcount	Female	1.00		.33					1.33
	Не	Male	_	4.00	2.00					12.00
RANK .			j. 191	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. 6 Spec.	Total	

Campus	Madison			
College or	School	Letters	and	Science
Department	Anthrop	ology		
Department	Code 2-	48-0700		





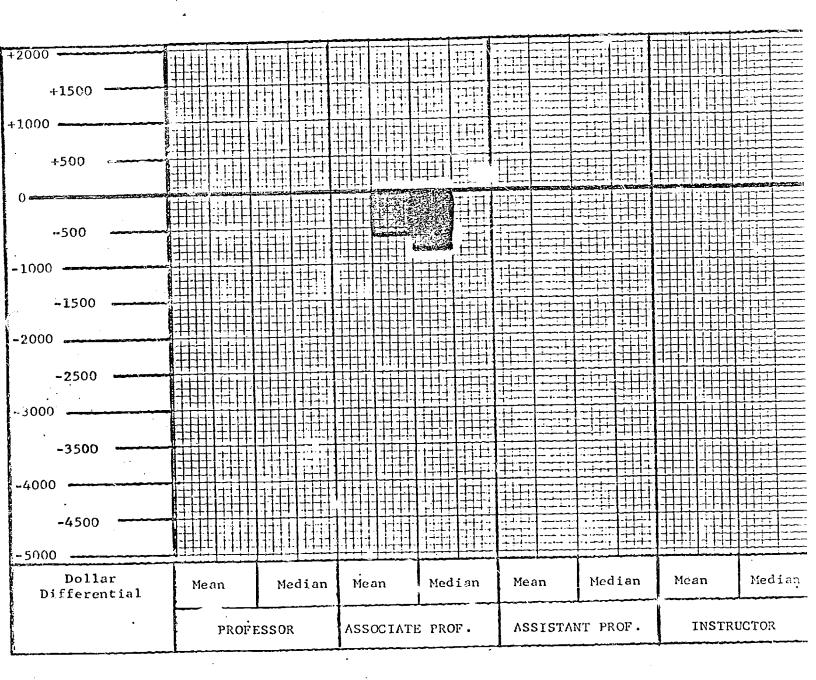
A-4

STATUS OF OMEN STUDY

1	1	·					Total			!				
				TROS		سارست	Dollar Dif.		800					
			•		MEDIAN		Female		12,800		9,500			
	L & S	ORY	2-48-0900				Male	18,100	13,600	10,050				
MADISON	School	Department ART HISTORY		1 1			Total	19,533	13,250	10,000	9,500			14,567
ĺ	College or School	artment	Department Code		AVERAGE SALARY	Section Section 1	Dollar Dif.		- 600					-4,393
Campus	CoĴ	Dep	Dep		AVERAG		Female		12,80v		9,500			11,150
							Male	19,533	13,400	10,000		-		15,543
	-						Total	3.00	4.00	1.00	1.00			00*6
					-	F.T.E.	Female	•	1.00		1.00			2.00
	•				33 33		Male	3.00	3.00	1.00				7.00
			÷		NUMBER		Total	3.00	4.00	1.00	1.00			9.00
		;				Headcount	Female		1.00		1.00			2.00
						H	Male	3.00	3.00	1.00				7.00
	•				RANK			Frof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



Campus	Madison			
College or	School_	Letters	and	Science
Department	_Art Hi	story		
Department	Code 2	- 48-0900		



A-6

STATUS OF THEN STUDY

						-		Campus	. 51		Madison		-	
								Colle	College or School_	i	Letters	Letters and Science	nce	
								Лерат	tmentAf	ro-Ameri	can & Ra	ce Relat	Department Afro-American & Race Relations Center	rer
		v			٠	· .	•	Depar	Department Sode		2-48-1000	. 0		Q. Q
											.			
			NUMBER	38 38				AVERAGE SALARY	SALARY			MEDIAN	-	
-	He	Headcount		,	F.T.E.			•	;					
	Male	Fenale	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
													1	
											·			
								·						,
							•							
							•			•				
Prof. Sci. 6 Spec. 1	1.00		1.00	.83		.83	14,318		·	14,318	14,318			
	1.00		7.00	.83	3	.83	14,318		-	14,318		-	•	
-									,					



								Campus	us		Madison			
		•			٠ .		•	Co11	College or School	chool	Letters	and Science	suce	
								Depa	Department		Astronomy	ay.		
					•		. •	Dера	Department Code	Jode	2-48-1100	, 00	•	
											. !		•.	
RANK			NUMBER	ER				AVERAGE	AVERAGE SALARY			MEDIAN		
	; ;	Headcount			F.T.E.									
-	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
ਤੂੰ 196	70°%		4.00	3.83		3.83	35			21,975			, .	, =
Assoc. Prof.	2.00		2.00	2.00		2.00	13,900			13,900	13,900			£.
Asst. Prof.	3.00		3.00	3.00		3.00	10,367			10,367	10,300			
Instr.														
Admin.														
Prof. Sci. & Spec.		1.00	1.00		.50	.50		5,809		5,809		5,809		
Total	9.00	1.00	10.00	8.83	.50	9.33	16,202	5,809		15,645				



Campus Madison

College or School Letters and Science

Department Botany

Department Code 2-48-1300

RANK	**************************************	•	NUMBER	SR.		-		AVERAGE SALARY	SALARY			MEDIAN	٥.	
	H	Headcount			F.T.E.				,					
	Male	Fensie	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
197	12.33		12.33	12.33		12.33	18,846			18,846	19,000			
Assoc. Prof.										67				
Asst. Prof.	5.33		5.33	4,43		4.43	10,308			10,308 10,300	10,300			
Instr					·									
Admin.														
Prof. Sci., & Spec.	4.00	2.00	6.00	3.25	1.75	5.00	7,552	989,9	·	7,249	7,139	6,709		
Total	21.66	2.00	23.66	20.01	1.75	21.76	15,128	6,686		14,443				
Control of the last of the las	-		1		A-11-11-11-11-11-11-11-11-11-11-11-11-11				,					



s or School nent Code	Madison	Letters and Science	Chemistry	2-48-15
Campu Colle Depar	Campus	College or School	Department	Department Code

RANK			NUMBER	J.		·		AVERAGE SALARY	SALARY			MEDIAN	٠	
	Ħ	Headcount			F.T.E.				,					. •
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	rollar Dif.	Total
j 198	20.29		20.29	19.79		19.79	21,088			21,088	20,150		, -	٠
Assoc. Prof.	6.00		00.9	00°9		6.00	13,400			13,400	13,450		,	
Asst. Prof.	14.00		14.00	14.00		14.00	11,457			11,457	11,600			
Instr.														
Admin.							·							
* Prof. Sci. & Spec.	4.00	1.00	5.00	4.00	.50	4.50	. 9,655	10,600 +345	+345	9,693	10,064	10,000 -64	-64	
Total	44.29 1.00	1.00	45.29	43.79	.50	44.29	15,911	10,000		15,844				
									,					

*All statistics for women in this category refer to employment as a Lecturer; all statistics for men refer to employment as a Specialist.



5-14

STATUS OF-YOMEN STUDY

								Campus	St		Madison			
								Coll	College or School_	ł	Letters	Letters and Science	ence	
								Depa	rtment	Chem, La	Department Chem, Lab Theoretical	retical		
			-			•		Depa:	Department Code	ode	2-48-1600	· 0	-	
•					•						-		, .	
RANK .			NUMBER	#	٠			AVERAGE SALARY	SALARY	·		MEDIAN	· >:	
	Ä	Headcount			F.T.E.								1	
.	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	.50		.50	.50		.50	18,670			18,670	18,670			16 18 7 18 1
Assoc. Prof.														
Asst. Prof.														
Instr.														
Admin.														
Prof. Sci. & Spec.														
Total	.50		.50	.50		.50	18,670			18,670				

ERIC

NANK Thad court NUMBER A TILE. Peratuent Code 2-48-1700 Nale Female Total Male Female Code 2-48-1700 Nale Female Diff. Total Male Code 2-48-1700 Nale Code 2-					, , ,,,,,				Campus	sno	Z	MADISON			
NUMBER N					**************************************	2.			Co11	lege or S	chool	7.	S		
Headcourt							•		Depa	irtment		CLASSIC	SS		
Headcount Headcount F.T.E. AVERACE SALANY HEDIAN Shale Female Total Male Female Total Male Female Diff. 2.78 2.69 2.69 2.0639 13,100 13,100 13,100 13,100 13,000 1.00 .50 1.50 1.00 .50 1.50 11,950 11,633 11,950 11,000 2.50 2.00 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.0 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.00		•				:			Dep	irtment (Code	2-48-1	700		!
Headcount Headcount F.T.E. AVERAGE SALARY FEDIAN FEDIAN						-						-			
Headcount Female Total Male Female Total Male Female Dilar Total Male Female Diff. 2.78 2.69 2.69 20,639 20,639 20,639 20,538 20,528 20,639 20,639 20,639 20,538 2				NUMBE	æ				AVERAGI	E SALARY			MEDIAN	br	
Male Female Total Male Female Total Male Female Dollar 2.78 2.78 2.69		H	eadcount			F.T.E.									
2.78 2.78 2.69 2.69 20,639 20,639 20,528 2.00 2.00 2.00 2.00 13,100 13,100 13,100 13,100 13,100 13,100 <		Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.		Male	Female	Dif.	Total
2.00 2.00 2.00 13,100 <	.joz 2.00	2.78		2.78	2,69		2.69	20,639		·	20,639	20,528			
Asst. Prof. 1.00 .50 1.50 1.00 .50 11.950 11,000 - 950 11,633 11,950 11,000 - 100 11,000 - 950 1	Assoc. Prof.	2.00	·	2.00	2.00						13,100	13,100			
Instr. Admin. Prof. Sci. & Spec. 1.00 1.00 5.0 50 12,000 12,000 12,000 15,720	Asst. Prof.	1.00	.50	1.50	1.00	.50	1.50	11,950	11,000	-	11,633	11,950	11,000		
Admin. Prof. Sci. 6 Spec. 7 Otal 7 Otal 8 Spec. 1.00 1.00 5.00 1.00 6.69 16,462 11,500 15,720	Instr.					·									
Prof. Sci. 6 Spec. 1.00 1.00 .50 .50 12,000 12,000 Total 5.78 1.50 7.28 5.69 16,462 11,500 15,720	Admin.														
5.78 1.50 7.28 5.09 1.00 6.69 16,462 11,500	Prof.		1.00			.50	.50		12,000		12,000		12,000		
	Total	5.78	1.50		5.03	1.00		16,462	11,500		15,720	·			

*All statistics refer to employment as a Lecturer.

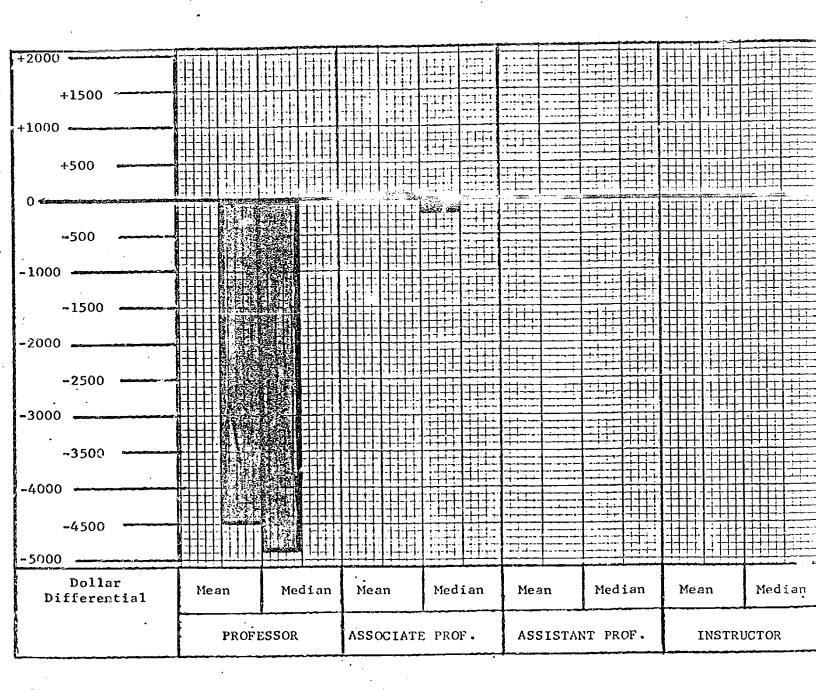
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		•						Co116	College or S	School L	S S			·
								Дера 1	Department	COMMUNICATIVE	CATIVE D	DISORDERS		
							٠.	Бера	Department Code	ode	2-48-1800	800		
					•			•				•		
RANK			NUMBER	ಥಿತ				AVERAGE	AVERAGE SALARY			MEDIAN		
	Ħ	Headcount			F.T.E.				1				Dollar	
	Male	Female	Total		· · ·	Total	Male	Female	Dif.	Total	Male	Female	Dif.	Total
1205 Fref	2.60	1.00	3.60	2.60	1.00	3.60	19,577	15,100	-4,477	18,333	20,000	15,100	-4,900	
Assoc. Prof.	1.76	3.00	2.76	1.76	1.00	2.76	12,738	12,800	+ 62	12,751	13,000	12,800	- 200	
Asst. Prof.	5.27		5.27	5.27		5.27	11,534			11,534	11,150			
Instr						·								
Admin.					-									
Prof. Sci. & Spec.	2.00	5.00	7.00	2.00	4.25	6.25	9,695	7,892	-1,803	8,503	9,696	7,550	-2,146	
Total	11.63	7.00	18.63	11.63	6.25	17.88	13,195	9,864	-3,331	12,031				1



Campus	Madison		
College or	School	Letters and S	cience
Department	Communica	tive Disorder	's
Department	Code 2-48	-1800	



STATUS OF VANEN STUDY

Campus	College or School L & S	Department COMPARATIVE LIT.	Department Code 2-48-1900 .
Camp	C013	рера	Depa

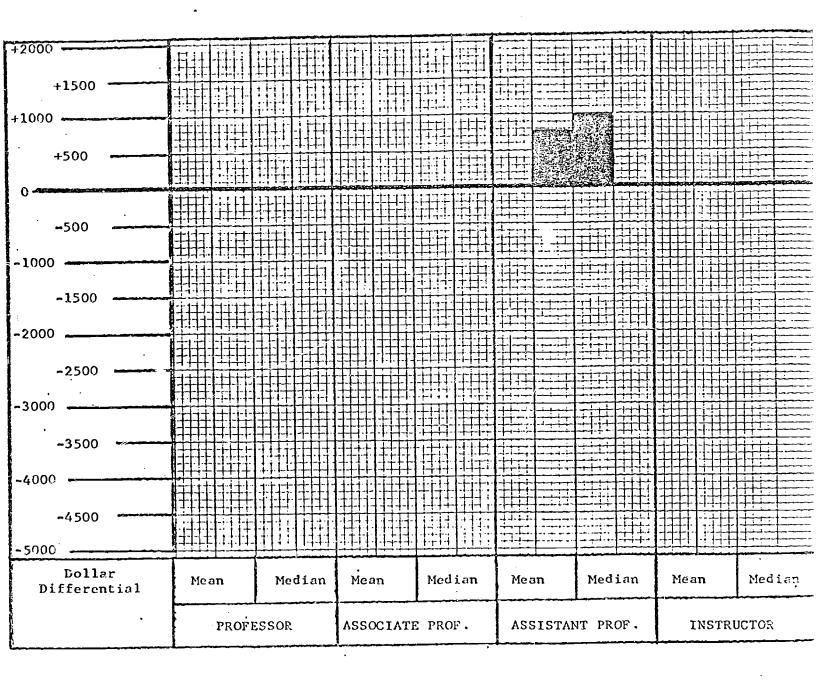
RANK		:	NUMBER	ধ্য				AVERAGE	AVERAGE SALARY			MEDIAN		
	H	Headcount			F.T.E.								,	
	Male	Female	Total	Male	Female	Total	Male .	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	3.25		3.25	2.92		2.92	19,081			19,081	18,950			, , , , ,
Assoc. Prof.	1.00	·	1.00	1.00		1.00	13,000			13,000	13,000	·		, ,
Asst. Prof.	3.00	.50	3.50	3.00	.50	3.50	10,217	11,000	+ 783	10,329	10,000	11,000	+1,000	
Instr.	1.00		1.00	1.00		1.00	10,500			10,500	10,500			
Admin.													,	
Prof. Sci. & Spec.								-	·					
Total	8.25	.50	8.75	7.92	.50	8.42	13,872	11,000		13,702				

Campus Madison

College or School Letters and Science

Department Comparative Literature

Department Code 2-48-1900



STATUS OF THEN STUDY

	Science		
Madison	thool Letters and Science	Computer Science	ode 2-48-2000
Campus	College or School	Department	Department Code

RANK .			NUMBER	er .				AVERAGE	AVERAGE SALARY			MEDIAN	•	
	H	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Fenale	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
.i.208	7.15		7.15	7.15		7.15	20,355			20,355	19,125			
Assoc. Prof.	3.67		3.67	3.67		3.67	14,988			14,988	15,493			
Asst. Prof.	5.52		5.52	5.52		5.52	12,949			12,949	13,113	·		
Instr.	2.00	·	2.00	2.00		2.00	8,135			8,135	8,135			
Admin.					•									
* Prof. Sci. & Spec.	.57		.57	.57		75.	15,783		· .	15,783	15,781			
Total	18.91		18.91	18.91		18.91	15,721			15,721				
1 2 0 0 4	57 E. C.	3	4	7								,	*	

* .28 of the .57 figure refers to employment as a Lecturer.

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		* .		,				Deney.	Department		ASIAN LANG.	& LIT.		1
		3						Depar	Department Code		2-48-2100			ļ
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RANK			NUMBER	ĸ				AVERAGE SALARY	SALARY			MEDIAN		
	## H	Headcount			F.T.E.				רה מונים				Dollar	· .
	Male	Female	Total	Male	Female	Total	Male	Female	Dif.	Total	Male	Female	Dif.	Total
i i i i i i i	1.00	1.00	2.00	1.00	1.00	2.00	15,700	17,300	+1,600	16,500	15,700	17,300	+1,600	
Assoc. Prof.	1,00	1.00	2.00	1.00	1.00	2.00	13,300	12,900	- 400	13,100	13,300	12,900	- 400	
Asst. Prof.	3.00		3.00	3.00		3.00	10,667			10,667	10,400			
Instr	2.00		2.00	2.00		2.60	9,050			9,050	9,050			
Admin.					` `									
Prof. Sci.														
Total	7.00	2.00	9.00	7.00	2.00	9.00	11,300	15,100		12,144				
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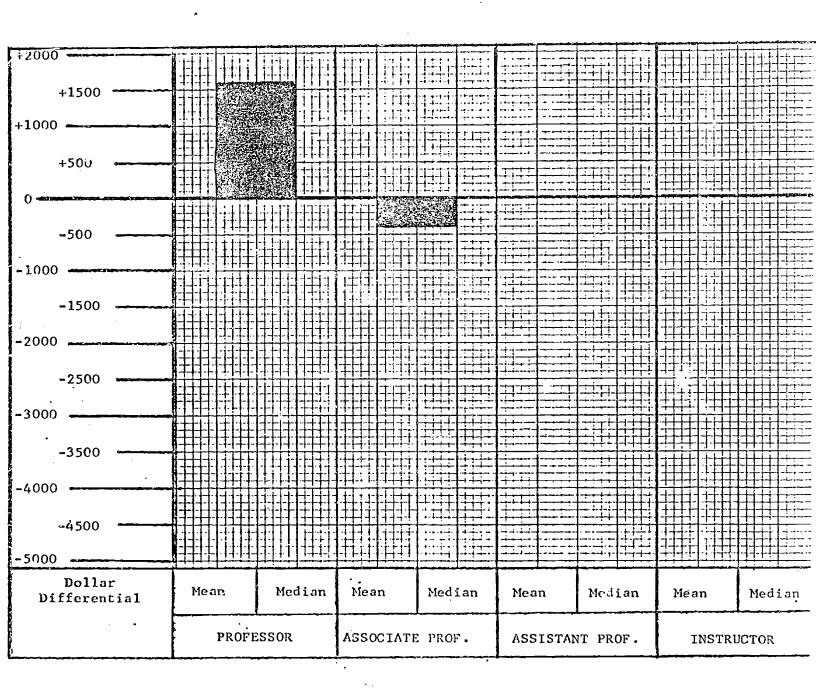


Campus Madison

College or School Letters and Science

Department East Asian Languages and Literature

Department Code 2-48-2100



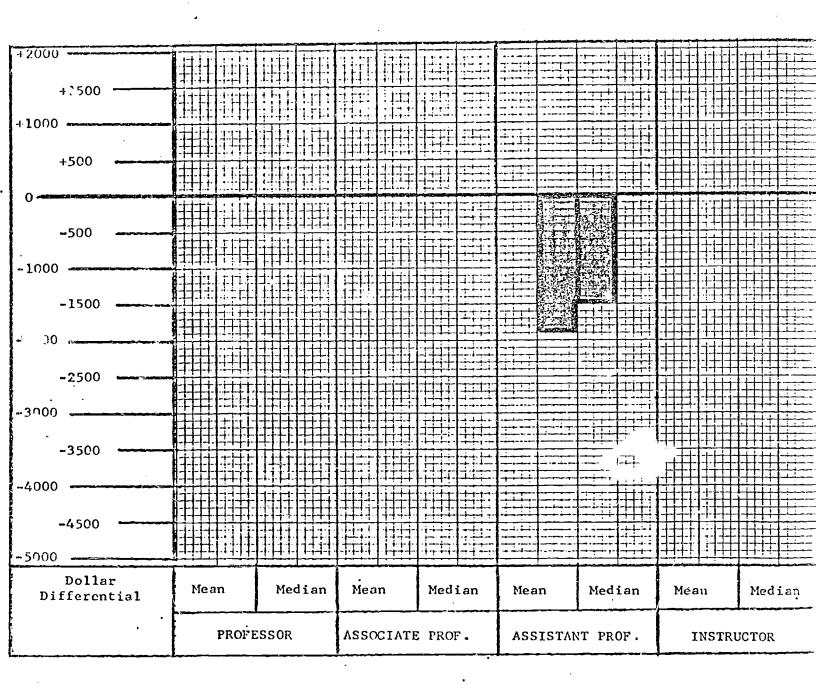


STATUS OF THEN STUDY

								Campus			Madison			
				•				Colle	College or Sc	School	Letters	and Science	nce	
							,	Depar	Department		Economics			
								Depar	Department Code	de	2-48-2200			
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			NUMBER	Š.				AVERAGE SALARY	SALARY			MEDIAN		
	He	Headcount			ਜ.ਜ.ਜ.	·							Dollar	
J	Male	Female	Total	Male	Female	Total	Male	Female	Dif.	Total	Male	Female	Dif.	Total
	m		19.23	19.17		19.17	19,929			19,929	20,000		1 -	
	3.15		3.15	3.15		3.15	15,600			15,600	15,000			
	10.50	1.00	11.50	10.50	1.00	11.50	12,381	10,500	-1,881	12,217	12,000	10,500	-1,500	
Prof. Sci. & Spec.	3.00	2.00	5.00	3.00	1.34	4.34	10,555	5,758	-4,797	9,074	11,127	5,776	-5,351	
	35.88	3.00	38.88	35.82	2.34	38.16	16,437	7,768		16,013				
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Campus	Madison	# 6 St 5			
College or	School_	Letters	and	Science	
Department	Econom	ucs			
Department	_	48-2200			





STATUS OF THEN STUDY

Total Dollar Dif. .82 Letters and Science MEDIAN Elvehjem Art Center Female 6,543 2-48-2300 Male 9,213 13,827 6,545 |-7,282 | 10,186 9,213 College or School_ Total 9,132 Department Code Dollar Dif. AVERAGE SALARY Department Campus Female 6,545 13,827 9,213 10,115 Male Total 2.00 1.00 3.00 Female F.T.E. 1.00 1.00 Male 1.00 1.00 2.00 NUMBER Total 1.00 2.00 3.00 Headcount Female 1.00 1.00 Male 1.00 2.00 1.00 Prof. Sci. & Spec.

Assoc. Prof.

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Asst. Prof. Admin.

Total

Instr.

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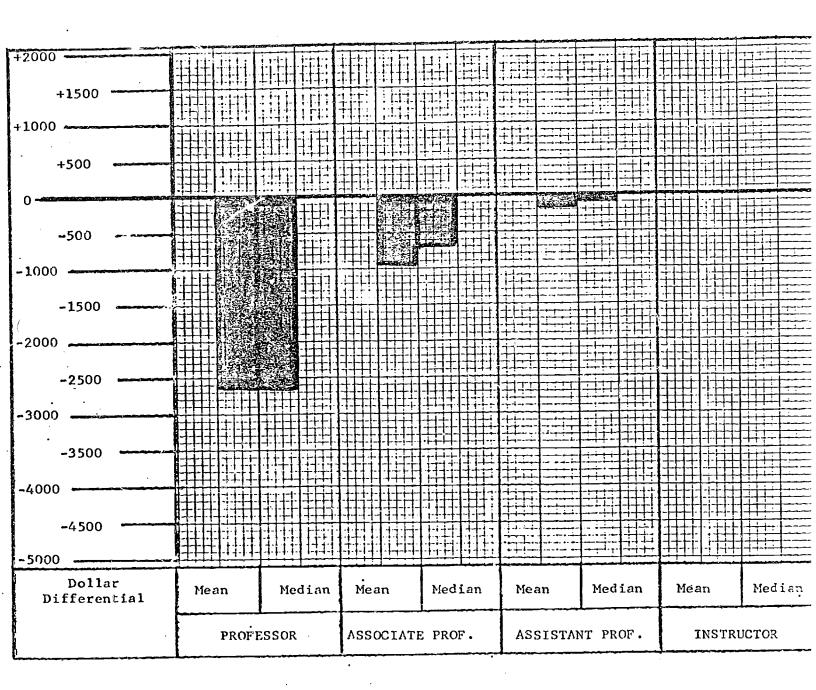
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							•	Campus	S		Madison			
		,						Co11e	College or School	thool	Letters	and Science		
					٠.			Depar	Department		English			
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RANK			NUMBER	W.			•	AVERAGE SALARY	SALARY			MEDIAN		1
	jų.	Readcount			F.T.E.				•			<u> </u>		
	Male	Fema1e	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female Do	otal	اہ
32.2.12	17.01	1.50	18.51	17.)1	1.50	18.51	19,458	16,800	-2,658	19,242	20,350	17,700 -2,650		1
Assoc. Prof.	13.50	1.00	14.50	13.50	1.00	14.50	13,235	12,300	- 935	13,170	13,000	12,300 -		l
Asst. Prof.	25.33	1.00	26.33	25.33	1.00	26.33	10,284	10,100	- 184	10,276	10,200	10,100	10€	ĺ
Instr	2.00		2.00	2.00		2.00	9,700			9,700	6,700			1
Admin.										•				\$
* Prof. Sci. & Spec.		1.00	1.00		.50	.50		11,600		11,600		11,600		1
Total	57.84	4.50	62.34	57.84	4.00	61.84	13,654	13,350		13,631				
* All statistf	statistics refer		to employment as Lecturer.	3 Lectur	: ::				,				-	A-

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Campus	Madison			
College or	School_	Letters	and	Science
Department	_ Englis	sh '		
Department	Code 2-	-48-2400		



Campus Madison

College or School Letters and Science

Department French & Italian

Department Code 2-48-2600

* All statistics refer to employment as Lecturer.

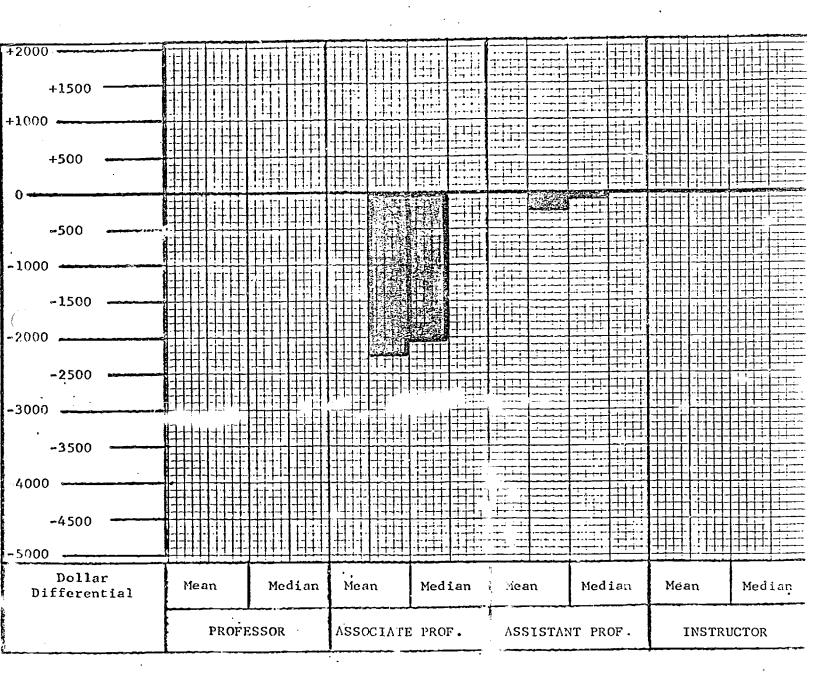
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Campus Madison

College or School Letters and Science

Department French and Italian

Department Code 2-48-2600





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Prof. Sci. & Spec.

Total

Admin.

Instr.

STATUS OF DEN STUDY

Total Dollar Dif. Letters and Science Department Environmental Design Center MEDIAN Female 2-48-2700 Male 14,200 17,600 10,841 10,841 17,600 14,200 Total 14,214 College or School Department Code_ Dollar Dif. AVERAGE SALARY Campus Female 17,600 14,200 14,214 10,841 Male Total 1.00 1.00 1.00 3.00 Female F.T.E. Male 1.00 1.00 1.00 3.00 NUMBER Total 1.00 1.00 1.00 3.00 - Headcount Female Male 1.00 1.00 3.00 1.00

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RANK

Prof.

Asst. Prof.

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Prof. 5c...

Total

Admin.

Instr.

Asst. Prof.

STATUS OF ITHEN STUDY

							Campus	ns		Madison			.
							Coll	College or School	chool	Letters	Letters and Science	nce	. •
							Depa	Department		Geography	χį		ĺ
							Depa	Department Code	ode	2-48-29			
				,						·			į
		NUMBER	ER				AVERAGE	AVERAGE SALARY			Median		
H	Headcount			F.T.E.	•								-
Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
8.76		8.76	8.76		8.76	19,494			19,494	18,900			
3.41		3.41	3.41		3.41	13,563			13,563	13,425			
5.00		5.00	5.00		5.00	11,756			11,756	11,600	·		
												·	
									•				·
.29	1.50	1.79	.29	1.50	1.79	14,460	6,764	-7,696	8,011	19,340	6,505	-12,835	,
17.46	1.50	18.96	17.46	1.50	18.96	16,036	6,764	-9,272	15,303				

Prof.

RANK



ı	i	1	1	1	1		Total		1						
		,			-					•					
	nce					Dollar	Dif.								
	and Scie	hysics	Q.	MEDIAN			Female								
Madison	Letters and Science	and Geop	2-48-3200				Male	19,800	12,500	11,500			6,409		
	-	Geology and Geophysics	ode	-			Total	19,524	12,733	11,533			.9,639	16,321	
us	College or School	Department	Department Code	AVERAGE SALARY			Dif.								as Lecturer.
Campus	Co11	Depa	Дера	AVERAGE			Female	·							
							Male	19,524	12,733	11,533			9,639	16,321	omo losmont
			· .				Total	14.50	3.00	3.00			3.19	23.69	1 2 2 2 3
	•		•			F.T.E.	Female	·							7
				SE SE		•	Male	14.50	3.00	3.00			3.19	23.69	
				NUMBER			Total	15.50	3.00	3.00			3.19	24.69	
			•			Headcount	Female								
						Ä	Male	15.50	3.00	3.00			3.19	24.69	_
				DAYA C	Varia V		٠	218	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	* Prof. Sci. & Spec.	Total	

* 1.00 (Headcount) and 1.00 (FTE) of the 3.19 figure refers to employment as Lecturer.

Campus_ College or S. College or S.	٠.									,	1		
Campus Madison College or School Letters and Scient							Total			·			
College or School		nce					Dif.		-1,440	į			
College or School		and Scie		00	MEDIAN		Female	15,900	12,060	10,550		10,000	
NUMBER N	Madison	Letters	German	2-48-350			Male	19,200	13,500	10,330	9,600		
NUMBER Female File Female Fema		chool		Jode			Total	18,982	13,112	10,511	6,600	10,000	13,733
NUMBER Female File Female Fema	'us	ege or S	irtment	urtment (SALARY	;	Dollar Dif.	-3,369	-1,192			·	
Headcount Fromale Female Total Female Total Female Total Male Female Total Total 1.00 6.17 5.17 5.07 5.67 5.67 5.00 7.00 5.00 5.00 2.00 7.00 1.00 1.00 1.00 1.00 30 30 30 30	Camp	Co11	Dера	Depa	 AVERAGE		Female		12,060	10,550		10,000	14,230 11,524
NUMBER Female Total Male Female							Male	19,269	13,252	10,496	009*6		14,230
NUMBER Headcount Female Total Male Fe 1.00 6.17 5.17 2.00 7.00 5.00 2.00 7.00 5.00 1.00 1.00 1.00 1.00				•	·		Total	5.67	3.15	7.00	1.00	.30	17.12
NUMBER Headcount Female Total 7 1.00 6.17 2 .33 3.15 0 2.00 7.00 1.00 1.00	٠			•		F.T.E.	Female	.50	.33	2.00		.30	3,13
Headcount Female To 1.00 6 6 7 2.00 7 1.00 1 1 1.00 1					æ		Male	5.17	2.82	5.00	1.00		13.99
					NUMBE		Total	6.17	3.15	7.00	1.00	1.00	18.32
				•		adcount	Female	1.00	.33	2.00		1.00	4.33
						He	Male	5.17	2.82	5.00	1.00		13.99

Assoc. Prof.

RANK

* All statistics refer to employment as Lecturer.

* Prof. Sci. & Spec.

Total

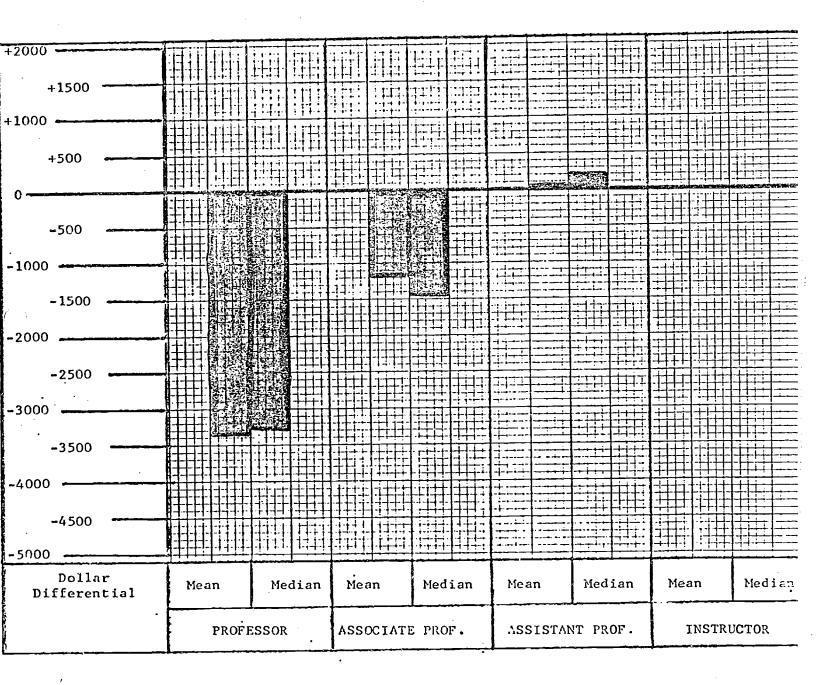
Admin.

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Campus	Madison
College or	School Letters and Science
Department	German
Department	Code 2-48-3500





STATUS OR STUDY

Campus Madison

College or School Letters and Science

Department Hebrew and Semetic Studies

Department Code 2-48-3700

						ľ	<u></u>							
RANK			NUMBER	Ħ				AVERAGE SALARY	SALARY			MEDIAN		
	H	Headcount			F.T.E.			·	,					
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
je 2221	1.00		1.00	1.00		1.00	17,200			17,200	17,200	Ž		
Assoc. Prof.							·							
Asst. Prof.	1.00		1.00	1.00		1.00	9,550			9,550	9,550			
Instr.	2.00		2.00	2.00		2.00	8,400			8,400	8,400			
Admin.										7				
Prof. Sci. & Spec.														
Total	4.00		4.00	4.00	2	4.00	10,888		,	10,888				

ERIC

STUDY	
TOMEN	
ک	
STATUS	

College or School Latters and Science						•	·		Campus	ans		Madison			
NAME Penalt Pick							•		Co116	ege or S	1	Letters	and Scie	nce	
NUMBER N									Depai	rtment		History			
Headcount F.T.E. Male Female Dollar Fortal Male Female Dollar Do								• .	Depa:	rtment C	ode	2-48-380	0		
Headcount Total Male Female Total Male Female Diff. Total Male Female Diff. 26.73 26.73 24.60 24.60 19,475 19,470 19,475 19,400 5.71 6.00 13,467 13,520 10,438 10,438 10,430 5.71 1.50 1.50 1.50 10,267 11,733 11,7	RANK			NUMBI	88				AVERAGE	SALARY			MEDIAN		
Male Female Total Male Female Dollar Female Dollar 26.73 26.60 24.60 19,475 19,475 19,475 19,400 Diff. 6.71 6.71 6.00 13,467 13,467 13,200 13,67 13,200 13,67 13,467 13,467 13,400 13,67 13,200 12,6 13,467 13,467 13,200 13,67 13,467 13,200 13,67 13,200 12,6 13,67 10,430 10,430 10,450		#	eadcount			F.T.E.				,					
26.73 24.60 24.60 19,475 19,475 6.71 6.00 6.00 13,467 13,467 4.00 4.00 4.00 4.00 10,438 10,438 1.50 1.50 1.50 1.50 10,267 10,267 8ct. .20 .20 .20 11,733 11,733 39.14 39.14 36.30 17,063 17,063		Male	Female	Total	Male	Female	Total		Female	Dollar Dif.			Female	Dollar Dif.	Total
6.71 6.00 6.00 13,467 13,467 4.00 4.00 4.00 4.00 10,438 10,438 1.50 1.50 1.50 1.50 10,267 10,267 5ci. .20 .20 11,733 11,733 39.14 36.30 36.30 17,063 17,063	Prof.	26.73		26.73	24.60			19,475				19,400			
4.00 4.00 4.00 4.00 10,438 10,438 1.50 1.50 1.50 1.50 10,267 10,267 Sci. .20 .20 .20 11,733 11,733 39.14 39.14 36.30 7,063 17,063	Assoc. Prof.	6.71		6.71	00.9		6.00	13,467			13,467	13,200	,		
1.50 1.50 1.50 10,267 10,267 10,267 10,267 10,267 10,267 10,267 10,267 10,267 10,267 10,267 10,267 10,267 10,267 11,733 11,733 11,733 11,733 11,733 11,733 11,7683	Asst. Prof.	7.00		4.00	4.00		4.00	10,438			10,438	10,450			
Sci20 .20 .20 .20 11,733 11,733 11,733 39.14 36.30 17,063	Instr.	1.50		1.50	1.50		1.50	10,267			10,267	10,200			
Sci20 .20 .20 .20 11,733 11,733 39.14 36.30 36.30 17,063	Admin.														
39.14 36.30 36.30 17,063	Prof. Sci. 6 Spec.	.20		.20	.20		.20	11,733			11,733	11,733		·	
	Total	39.14		39.14	36.30	4	36.30	17,063		_	17,063				

*All statistics refer to employment as Lecturer.

ERIC Fruit Text Provided by ERIC

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						Total							
	nce	951			Dollar	Dif.						-	
.	and Science	History of Science	00	MEDIAN		Female							
Madison	Letters	History	2-48-3900			Male	19,570	13,500	11,300				
	thoo1		ode			Total	19,855	13,167	11,300		•		15,348
SI	College or School	Department	nt Code	SALARY	,	Dif.							
Campus	Co116	Depai	€ €	AVERAGE SALARY		Female	 						•
			. ,			Male	19,855	13,167	11,300				15,348
	٠					Total	2.35	3.00	1.00				6.35
			٠		F.T.E.	Female							٤٠
				ķέ		Male	2.35	3.00	1.00				6.35
				NUMBER		Total	2.35	3.00	1.00				6.35
					Headcount	Female							
					H	Male	2.35	3.00	1.00				6.35
				RANK			S Prof.	Massoc. Prof.	Asst. Prof.	Instr	Admin.	Prof. Sci. & Spec.	Total

STATUS OF THEN STUDY

ERIC Full Year Provided by ERIC

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								Campus		Madison				
		•		•				. Coll	College or Sa	School	Letters and Science	ind Scie	nce	
								Depa	Department	Humaniti	Humanities Institute for Research	ute for	Researc	
	•		· .		•			рера	Department Code_	ode	2-48-4100			
NUMBER	NUMBER	NUMBER	· K					AVERAGE	AVERAGE SALARY			MEDIAN		
					١									
Headcount F.T.E		F.T.F	F.T.F	F.T.	ا ن				Tol				Dollar	
Male Female Total Male Femal	Total Male	Male		Fema	9	Total	Male	Francis	Dif	Total	rale 1	Female	Dif.	Total
2.67 2.58			2.58			2.58	24,395	1) } }	24,395	23,600	-		
1.00 1.00			1.00			1.00	12,000			12,000	12,000			
-														
							-							
·										•			,	
1.60 1.00			1.00			1.00	24,545			24,545	24,545			
4.67 4.58	4.58	4.58				4.58	21,722			21,722	,			
									,					

ERIC

STATUS OF WATEN STUDY

STATUS OF THE STUDY

					•			Campus	sn		Madison			
								Co11	College or School_	choo1	Letters	Letters and Science	ence	
								Depa	rtment <u>I</u> l	bero-Ame	Department Ibero-American Area Study	ea Study		
			•	٠	٠	<i>:</i>	٠.	Depa	Department Code_	ode	2-48-4200	00		
RANK			NUMBER	ER				AVERAGE	AVERAGE SALARY			MEDIAN		
	H	Headcount			F.T.E.					·		,		
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
rof.	1.75		1.75	1.75		1.75	19,200			19,200	19,400			
Assoc. Prof.	1.58		1.58	1.42		1.42	13,274			13,27	12,5			
Asst. Prof.		.67	79.		79.	79.		10,000		10,000		10,000		:
Instr.	1.00		1.00	1.00		1.00	6,500			9,500	9,500			
Admin.		·								,				
Prof. Sci. & Spec.									·					
Total	4.33	.67	5.00	4.17	.67	78.4	14,856	10,000		14,184				
				-	THE RESERVE THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED I									

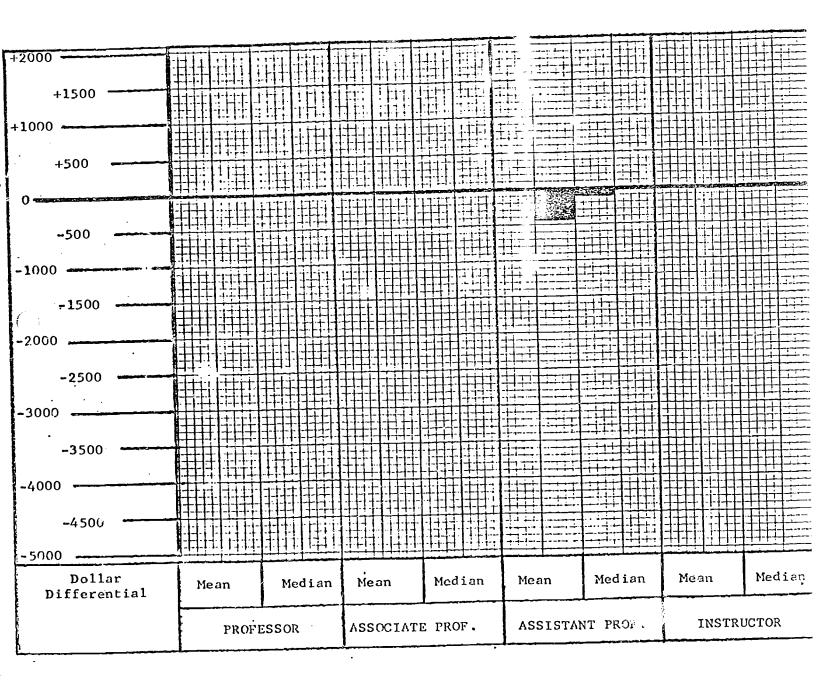


STATUS OF THEN STUDY

				•		Total								
	nce				100	Dif.				-100				
	Letters and Science	tudies	00	MEDIAN		Female				10,000		·		
Madison	Letters	Indian Studies	2-48-4400			Male	18,000	12,275		10,100	9,500			
	ļ					Total	18,199	11,950		10,340	9,333			11,784
St	College or School	Department	Department Code	AVERAGE SALARY		Dollar Dif.		`		-425				,
Campus	Co116	Depai	Depa	AVERAGE	-	Female				10,000				10,000
						Ма1е	18,199	11 950		10,425	9,333			12,004
						Total	1.66	0 5 0	2004	2.00	1.50			99.6
					F.T.E.	Female	·			1.00				1.00
				. K			1.66		0C•T	4.00	1.50			8.66
				NUMBER		70+21	1.66		7.50	5.00	1.50			99.6
					Headcount	6	Lemar			1.00				1.00
					유				1.50	4.00	1.50			8.66
				 RANK			SProf.	Assoc.	Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

ERIC Fault Frevided by ERIC

Jampus	Madison	
College or	School Letters and Scient	
Department	Indian Studies'	
Department		





College or School Letters and Science
Industrial Relations Research
Department Institute
Department Code 2-48-4500

Madison

Campus

488

×2.

STATUS OF MOMEN STUDY

Total Dollar Dif. MEDIAN Female Male 22,200 22,733 Total Dollar Dif. AVERAGE SALARY Female 22,733 Male Total .54 Female F.T.E. Male .54 NUMBER Total .54 Headcount Female Male . 54 Prof. PASSOC. Prof. RANK

-10,714

6,804

17,518

9,237

-10,019

17,694 7,675

4.16

3.50

99•

4.66

4.00

99.

Prof. Sci. & Spec.

Instr.

Asst. Prof. Admin.

10,787

19,974 7,675

4.70

3.50

1.20

5.20

4.00

1.20

Total

A=39

ERIC Full Text Provided by ERIC

								Campus	S		Madison			
							٠	Colle	College or Sc	School 1	Letters and	and Science	nce	
				. J				Depar	tment I	nstitute	Department Institute for Research on Poverty	earch on	Poverty	
						•		Depar	Department Code		2-48-4600			
RANK			NUMBER	æ				AVERAGE SALARY	SALARY			MEDIAN		
	H	Headcount			F.T.E.							-	701	
,	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
.jozi422	3.16		3.16	2.59		2.99	21,362			21,362	20,500			
Assoc. Prof.	1.95		1.95	1.95	•	1.95	15,267			15,267	15,136			
Asst. Prof.	1.83		1.83	1.83		1.83	11,146			11,146	11,000			
Instr.						,								
Admin.										•				
Prof. Sci. & Spec.	3.00	2.00	5.00	3.00	2.00	5.00	16,114	6,750	-9,364	12,368	16,350	6,750	-9,600	
Total	9.94	2.00	11.94	9.77	2.00	11.77	16,629 6,750	6,750		14,943				



4-43

STATUS OF VICEN STUDY

Campus Madison	College or School Letters and Science	Department Integrated Liberal Studies	Department Code 2-48-4700	
			.•	

Headcount F.T.E	-	-							ATTENACE	SALARY			MEDIAN		
Total Male Female Dollar Total Male Female Diff. Total Male Female Diff. .70 .70 .70 20,000 </td <td>•</td> <td></td> <td></td> <td>NUMBE</td> <td>E</td> <td></td> <td></td> <td></td> <td>Avenaue</td> <td>Serions</td> <td></td> <td></td> <td></td> <td></td> <td></td>	•			NUMBE	E				Avenaue	Serions					
Total Male Female Diff. Total Male Female Diff. Total Male Female Diff. .70 .70 .70 20,000 20,000 20,000 Diff. .70 .70 .20,000 .20,000 20,000 8,900 8,900 8,900 1.00 .25 .25 8,900 8,900 8,900 8,900 8,900 1.62 .25 .25 9,613 9,613 9,613 9,613 9,650 3.32 .70 1.37 2.07 20,000 9,482 13,039 9,650	He	l o	adcount			F.T.E.								101	
.70 .70 20,000 <	Male		Female	Total	Male	Female	Total		Female	Dollar Dif.	Total	Male	Female	Dif.	Total
1.00 .25 .25 8,900 8,900 1.62 1.12 1.12 9,613 9,613 3.32 .70 1.37 2.07 20,000 9,482 113,039	.70	1		07.	.70		.70	20,000			20,000	20,000			
1.00 .25 .25 8,900 8,900 1.62 1.12 1.12 9,613 9,613 3.32 .70 1.37 2.07 20,000 9,482 113,039		1													
1.00 .25 .25 8,900 8,900 1.62 1.12 1.12 1.12 9,613 9,613 3.32 .70 1.37 2.07 20,000 9,482 13,039		3													
1.62 1.12 1.12 9,613 9,613 3.32 .70 1.37 2.07 20,000 9,482 13,039		1	1.00	1.00		.25	.25		8,900		8,900		8,900		
1.62 1.12 1.12 9,613 9,613 3.32 .70 1.37 2.07 20,000 9,482 13,039		1 .									•				
2.62 3.32 .70 1.37 2.07 20,000 9,482		1	1.62	1.62		1.12	1.12		9,613		9,613		059'6.		
	.70]	2.62	3.32		1.37	2.07	20,000	9,482		13,039				

* All statistics refer to employment as Lecturer.

ERIC Full Text Provided by ERIC

STATUS OF VENER STUDY

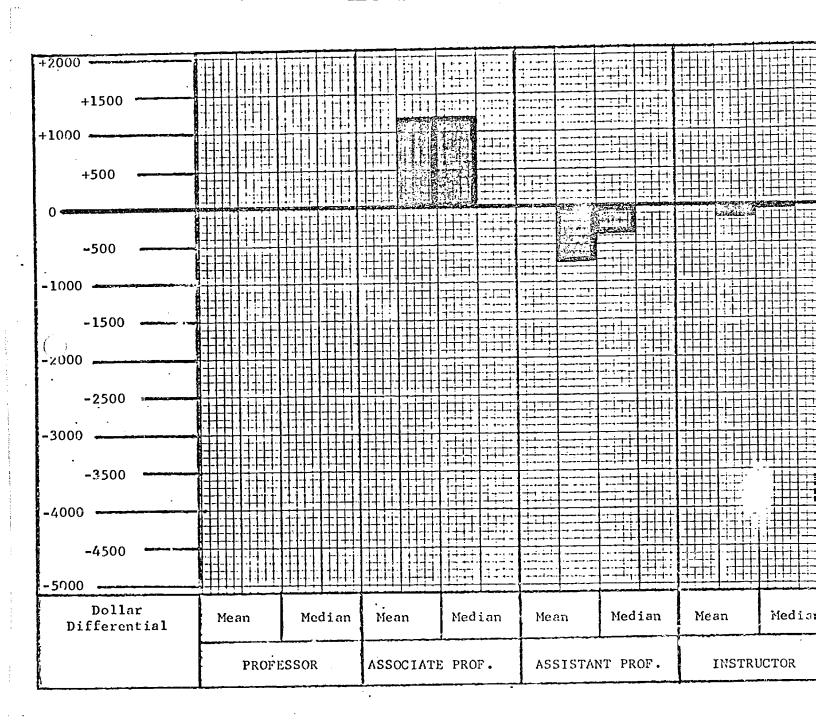
				 					,			<u>.</u>	
						Total							
	nce			-	Dollar	Dif.							
	and Scie	ES	0	MEDIAN		Female						5,655	
Madison	Letters and Science	Journalism	2-48-4900			Male	17,550	13,650	11,200			5,655	
	1	.				Total	17,978	13,489	11,200			5,655	14,486
sn	College or School	Department	Department Code	AVERAGE SALARY		Dif.		·					,
Campus	Co11	Depa	Дера	AVERAGE		Female					·	5,655	5,655
				·		Male	17,978	13,489	11,200				14,973
					-	Total	6.75	5.44	2.00			.31	14.50
	·· e			-	F.T.E.	Female		1				.31	.31
•			٠			Male	6.75	5.44	2.00				14.19
				NUMBER		Total	6.75	5.44	2.00			1.00	15.19
					Headcount	Female						1.00	1.00
-					H	Male		5.44	2.00				14.19
	,			RANK				Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



								Campus	Si	4	Madison			}
								Colle	College or School	Ì	Letters a	and Science	9)	
			٠					Depar	Department		Library School	chool		
						•		Depar	Department Code_		2-48-5100			1
						. "								
RANK			NUMBER	æ			•	AVERAGE SALARY	SALARY			MEDIAN	-	
	He	Headcount			F.T.E.				זירו לער זירו				Dollar	
	Male	Female	Total	Male	Female	Total	Male	Female	Dif.	Total	Male	Female	Dif.	Total
Prof.	3.00		3.00	3.00		3.00	16,767			16,767	17,200			
Assoc.	1.00	.19	1.19	1.00	-19	1.19	13,200	14,400	+1,200	13,392	13,200	14,400	+1,200	
Asst.	2.00	3.00	5.00	2.00	3.00	5.00	12,675	11,950	- 725	12,240	12,675	12,300	- 375	
roi. Instr.	2.00	2.00	4.00	2.00	1.50	3.50	9,075	8,957	- 118	9,024	9,075	9,035	07 -	
Admin.							<u> </u>							
Prof. Sci. & Spec.		1.50	1.50		1.50	1.50		14,771		14,771		12,993		
Total	8.00	69.9	14.69	8.00	6.19	14.19	13,375	11,994	,	12,768				

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Campus	Madison				
College or	School_	Letters	and	Science	
Department	_Librar	y School			
Department		~			



STATUS OF THEN STUDY

College or School Letters and Science

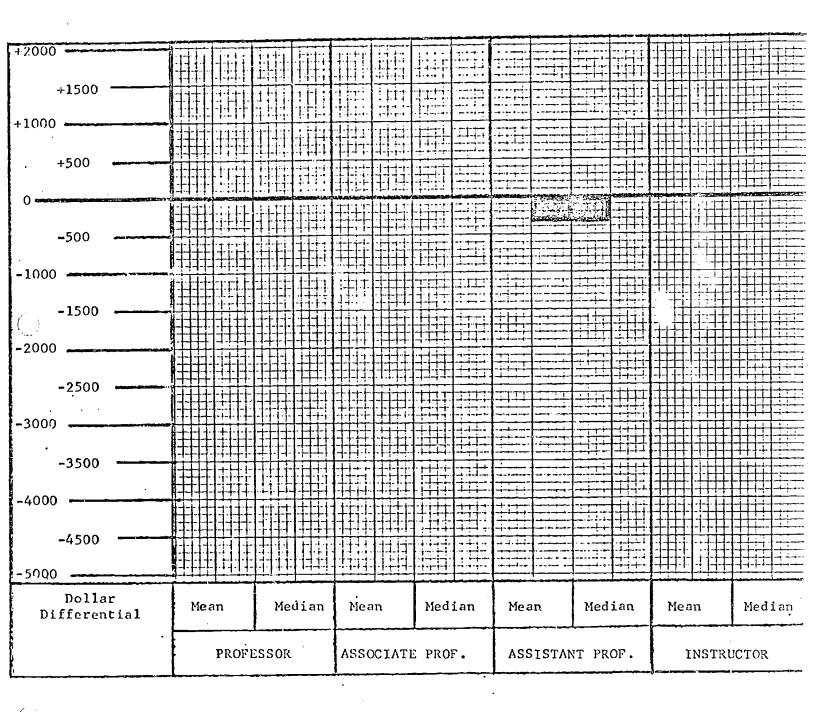
Madison

Campus

	•		•					Depar	Department		Linquistics	ics		
		•			•		•	Depar	Department Code		2-48-5200	00		
				•										
RANK			NUMBER	ĸ				AVERAGE SALARY	SALARY			MEDIAN		
	He	Headcount			F.T.E.				•				200	
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
Prof.	3.00		3.00	3.00		3.00	18,267			18,267	16,600		•	
Assoc. Prof.	.33		.33	.33		.33	16,375			16,375	16;375			
Asst. Prof.	2.00	1.00	3.00	2.00	1.60	3.00	10,810	10,475	-335	10,698	10,810	10,475	-335	
Instr.							,							
Admin.														
Prof. Sci. & Spec.														
Total	5.33	1.00	6.33	5.33	1.00	6.33	15,352	10,475		14,581				



Campus	Madison
College or	School Letters and Science
Department	Linguistics
Department	Code





Letters and Science

College or School_

Campus

Madison

ment	ment Code 2-48-5400		SALARY		•	Total Male Female Diff.	20,157 19,900		13,133 13,000		10,805 10,000	7 300	0005,		12.500	DOC 571	920 26	
Department	Department Code		AVERAGE SALARY	_	Dolla	No Femera Dif.	20,157		13,133		10,805		7,300			12,500	<u> </u>	16,267 8,786
·.	•					Tour	27.32	-	15.62 1		10.50	•	1.00			.40		54.84
		9			in in	Female	:						1.00			.40	\\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\	1.40
			æ			Male	65 26	27:72	15.62		10.50						1	53.44
			NUMBER			Total		27.03	15.62		10.50		1.00		1	1.00		55.75
					Headcount	Tomole							1.00			1.00		2.00
					Hea			27.63	15, 62	70.07	10.50	2						53.75
			11.07	KANA		1	QProf.	2.3	Assoc.	Prof.	Asst.	Prof.	Instr.	Admin.		*.Prof. Sci.	; ; ;	Total

* All statistics refer to employment as Lecturer.

4-40

STATUS OF THEN STUDY

1

Madison	school Letters and Science	Math Research Center - Army	Code 2-48-5500	
Campus	College or School_	Department	Department Code	

			37	Total							11112
	z	ļ .	Dolla	Dif.							
	MEDIAN			Female							
				Male	20,868	13,200	13,275			15,918	
				lotal	22,396	13,364	13,333			15,918	20,213
	AVERAGE SALARY		701197	Dif.							
	AVERAGE			Female						Í	
				Male	22,396	13,364	13,333			15,918	20,213
-				Total	10.97	2.32	66.			.29	14.57
		5- 5-	2.1.2	Female						·	•
	ĸ			Male	10.97	2.32	66.			.29	14.57
	NUMBER			Total	10.97	2.32	66.			.29	14.57
			Headcount	Female		. **2					
			He	Male	10.97	2.32	66.			.29	14.57
	RANK				Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	

ERIC Full Text Provided by ERIC

Number N					•	•			Campus	. 8	X	Madison			
Number N										ns no en	ĺ	etters a	nd Scienc	9	Overthe state of
Headcount F.T.E. AVERAGE SALARY HEDIAN									Depar	tment	24)	eteorolo	gy		
Headcount Headcount F.T.E. Male Female Total Male Female Total Male Female Dollar Dol		·	•			•			Дерат	tment Co		-48-5700			
Headcount Hale Female Total Hale Female Dollar Hale Female Diff. Hale Hale Diff. Hale Hale Diff. Diff. Hale Diff. Diff						•					} -				
Headcount Female Female Total Male Female Dollar Total Male Female Diff. Male Female Total Male Female Total Male Female Diff. Total Male Female Diff.				NUMBE	æ				AVERAGE	SALARY			MEDIAN		
Male Female Total Male Female Total Male Female Total Male Female Diff. 5.29 5.29 5.29 22,061 22,061 21,950 22,061 21,950 22,061 21,950 22,061 21,950 22,061 21,950 22,061 21,950 22,061 21,950 22,061 22,061 21,950 22,061 22,061 21,950 22,061 22,061 21,950 22,061		He	adcount			F.T.E.				200				Dollar	
5.29 5.29 5.29 5.29 22,061 22,061 5.66 5.66 5.66 13,984 13,984 13,984 1.63 1.63 1.63 1.63 12,116 12,116 1.63 1.63 1.63 12,116 12,116 2.1 1.63 1.63 12,116 12,116 3.2 1.50 1.50 1.50 10,009 3.2 1.50 1.50 14.08 14.08 16,379			Female	Total	Male	Female	Total		Female	Dif.	Total	- 1		Dif.	Total
5.66 5.66 5.66 13,984 13,984 1.63 1.63 1.63 1.63 12,116 12,116 1.63 1.63 1.63 12,116 12,116 1.63 1.63 10,009 10,009 1.50 1.50 1.50 10,009 I 4.08 14.08 14.08 16,379 16,379	.jozi 23	8.		5.29	5.29		5.29	. 22,061				21,950			
. Sci. 1.50 1.63 1.63 12,116 1	Assoc. Prof.	5.66		5.66	5.66		5.66	13,984				13,900			
Sci. 1.50 1.50 1.50 10,009 16,379 16,379	Asst. Prof.	1.63		1.63	1.63		1.63	12,116	-		12,116	12,100			
Sci. 1.50 1.50 1.50 10,009 16,379 16,379	Instr.							•							
Sci. 1.50 1.50 1.50 1.50 10,009 10,009 16,379 14.08 14.08 14.08 16,379	Admin.														
14.08 14.08 14.08 16,379	Prof. Sci. & Spec.	1.50		1.50	1.50		1.50	10,009			10,009	10,759			
		14.08		14.08	14.08		14.08				16,379	, Andrews			



				·			Campus	is		Madison			
							Colle	College or Sc	School	Letters	Letters and Science	псе	
							Берал	Department		School of Music	f Music		
	•	_					Dера	Department Code	əpc	2-48-6000	9		
		NUMBER	ĸ	·			AVERAGE SALARY	SALARY			MEDIAN		
#	Headcount			F.T.E.				,				1	•
Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
17.18		17.18	16.81		16.81	16,545			१६ ५५६	16,100			-
10.50	2.00	12.50	10.50	2.00	12.50	12,871	11,400	-1,471	12,636	12,700	11,400	-1,300	
13.84	3.00	16.84	13.84	3.00	.16.84	11,061	10,400	- 661	10,942	11,000	10,300	- 700	
1.00	1.45	2.45	1.00	.70	1.70	9,800	η, /υ4	-1,096	9,349	9,800	8,323	-1,475	
1						·			•		A		
4.00		4.00	3.34		3.34	11,131			11,131	10,487			
46.52	6.45	52.97	45.49	5.70	51.19	13,482	10,542		13,155				
								,					

Assoc. Prof.

RANK

* 1.00 of the 4.00 Headcount and .34 of the 3.34 FTE figures refer to employment as Lecturer.

*Prof. Sci.

Total

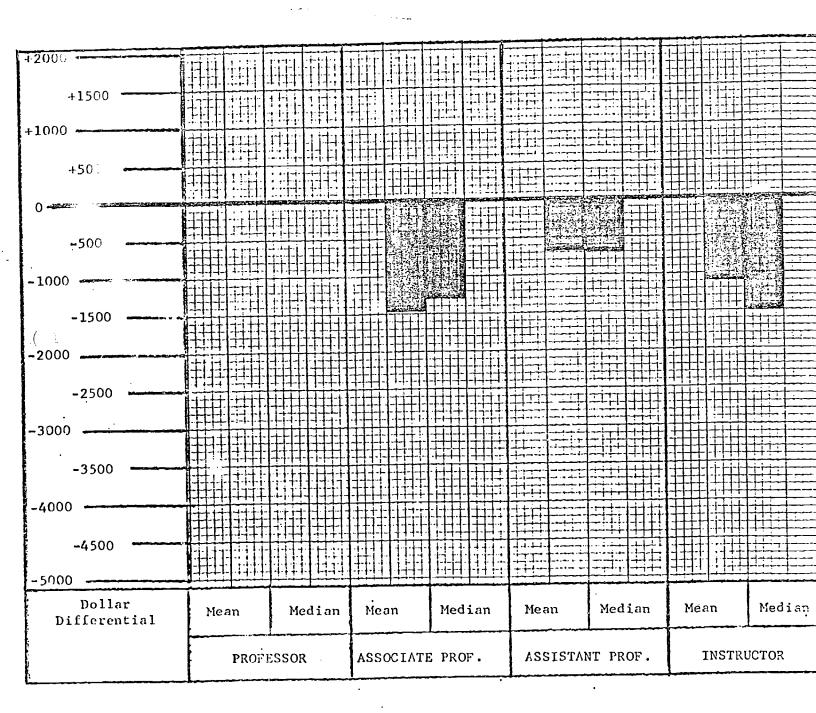
Admin.

Instr.

Asst. Prof.



Campus	Madison
College or	School Letters and Science
Department	School of Music
Department	- 10 1000





frest.

Madison	Letters and Science	Philosophy	2-48-6500
Campus	College or School	Department	Department Code

Dollar Dif.									•		_		7		
Male Female Total Male Female Total Male Female Total Male Female Dollar Dollar Total Male Female Dollar				NUMBE	œ				AVERAGE	SALARY			MEDIAN		
Male Female Total Male Female Total Male Female Dollar Female Dollar 5.00 5.00 5.00 5.00 19,987 20,050 19,987 20,050 19,987 20,050 19,987 20,050 19,987 20,050 19,987 20,050 13,025 13,025 13,025 13,025 13,025 13,025 13,025 13,025 13,025 13,025 13,025 13,025 13,025 13,025 13,025 10,439 10,439 10,220 -80 14.33 1.00 2.00 2.00 2.00 2.00 9,435 10,439 10,439 10,220 -80 2.00 2.00 2.00 2.00 2.00 9,435 10,439 9,435 9,435 10,220 2.00 1.34 1.34 1.34 1.34 1.34 1.34 1.34 1.34 1.34 1.34 1.34 1.34 1.34 1.34 1.34 1.34 1.34		He	adcount			F. T. E.									
Male Female Total Total Male Female Total Total <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>· · · · · · · · · · · · · · · · · · ·</td><td>Dollar</td><td>1040</td><td></td><td>1 cao</td><td>Dollar Dif.</td><td>Total</td></th<>									· · · · · · · · · · · · · · · · · · ·	Dollar	1040		1 cao	Dollar Dif.	Total
5.00 5.00 5.00 5.00 19,987 20,050 20,050 2.00 2.00 2.00 2.00 13,025 10,220 10,234 10,439 10,220 10,234 10,439 10,220 10,220 10,439 10,300 10,220 10,236 10,220 10,236 10,220 10,236 10,220 10,220 10,220 10,220 10,220 10,213 10,220 10,2413 10,220 10,2413 10,220 10,2413 10,200 10,2413 10,200 10,2413 10,200 10,2413 10,200 10,2413 10,200 10,2413 10,200 10,2413 10,200 10,2413 10,200 10,2413 10,200 10,2413 10,200 10,2413 10,200 10,2413 10,2413 10,2413 10,2413	-	Male	Female	Total	Male	Female	Total	\top	remare	711.	10191	1	2		
2.00 2.00 2.00 2.00 2.00 13,025 10,220 10,220 10,220 10,220 10,220 10,220 10,220 10,270 9,950 10,220 12,413		5.00		5.00	5.00			19,987				20,050			
14.33 1.00 15.33 10,454 10,220 -234 10,439 10,300 10,220 2.00 2.00 2.00 2.00 2.00 9,435		2.00		2.00	2.00		- 1	13,025				13,025			
2.00 2.00 2.00 2.00 9,435 9,435 2.00 2.00 1.34 1.34 10,270 10,270 25.33 1.00 26.33 24.67 1.00 25.67 12,502 10,226 12,413		14.33	1.00	15.33	14.33	1.00	15.33			-234	10,439	10,300	10,220	-80	
2.00 2.00 1.34 1.34 10,270 10,270 25.33 1.00 26.33 24.67 1.00 25.67 12,502 10,226 12,413		2.00		2.00	2.00		2.00	9,435			9,435	9,435			
2.00 2.00 1.34 1.34 10,270 10,270 25.33 1.00 26.33 24.67 1.00 25.67 12,502 10,226 12,413															
2.00 2.00 1.34 1.34 10,270 10,270 25.33 1.00 26.33 24.67 1.00 25.67 12,502 10,220 12,413															
25.33 1.00 26.33 24.67 1.00 25.67 12,502 10,220	Sci.	2.00		2.00	1.34		1.34	10,270		٠.	10,270	9,950			
		26 33		26. 33	24.67	1.00	25.67	12,502	10,226		12,413				
		25.53		2				,							

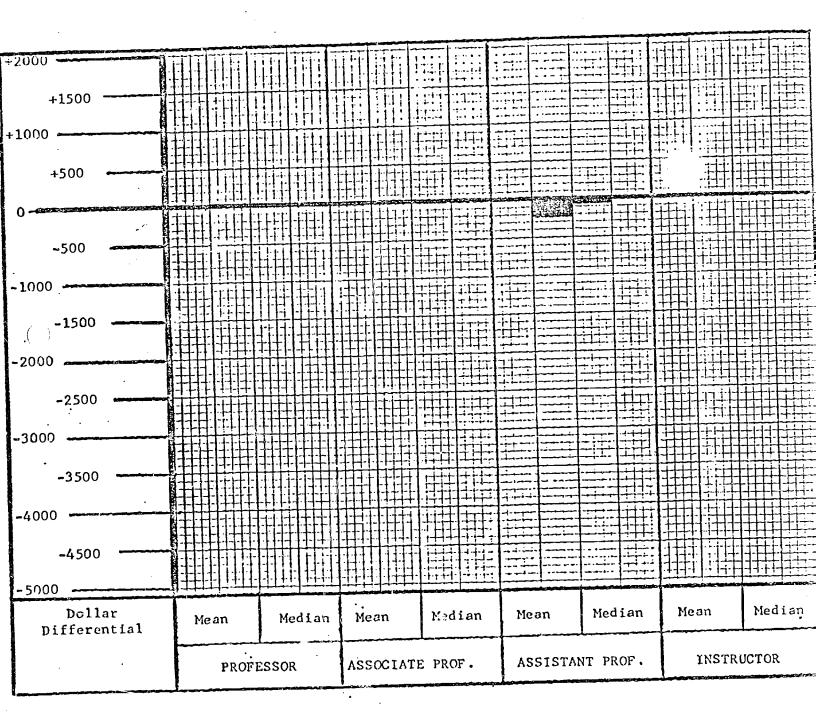
* All statistics refer to employment as Lecturer.

Compus Madison

College or School Letters and Science

Department Philosophy

Department Code 2-48-6500





STATUS OF ""EN STUDY

Letters and Science	Physics-	2-48-67
College or School	Department	Department Code
	1	

										1				
RANK			NUMBER	&				AVERAGE SALARY	SALARY	·		MEDIAN		
	He	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
ું 243	32.35		32.35	32.35	·	32.35	19,476			19,476	18,670			
Assoc. Prof.	00.6		9.00	9.00		00.6	12,727	•	·	12,727	12,900			
Asst. Prof.	4.00		4.00	4.00		4.00	11,043			11,043	11,000			
Instr.														
Admin.										•	·			
Prof. Sci. & Spec.	3.00	1.00	4.00	3.00	1.00	4.00	10,745 7,658		-3,087	9,974	12,518	7,658	-4,860	
Total	48.35	1.00	49.35	48.35	1.00	49.35	16,980 7,658	7,658		16,791				
		,	A						,					



1

Total Dollar Dif. Department Institute for Plant Development College or School Letters and Science MEDIAN Female 2-48-7000 24,300 12,964 Male 10,800 | 10,800 Madison 9,772 13,435 23,867 Total Department Code_ Dollar Dif. AVERAGE SALARY Campus Female 9,772 13,435 10,800 23,867 Male Total 1.33 2.01 .17 .51 Female F.T.E. 1.33 2.01 Male .17 .51 NUMBER Total 1.33 2.01 .17 12, Female Headcount 1.33 2.01 .17 Male .51 Prof. Sci. & Spec. Admin. Total Instr. 3012 244° Assoc.

Prof.

RANK

Prof. Asst.

ERIC Arull Text Provided by ERIC

Campus Madison

College or School Letters and Science

Department Political Science

Department Code 2-48-7200

RANK			NUMBER	ec.				AVERAGE SALARY	SALARY			MEDIAN		
	He	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
Prof.	10.92		10.92	10.92		10.92	21,031			21,031	21,400			
Assoc. Prof.	5.00		5.00	4.50		4.50	13,578			13,578	13,000	•		And the second second
Asst. Frof.	9.89		68.6	8.50		8,50	11,300			11,300	11,300			
Instr.														
Admin.										•				
Prof. Sci. & Spec.		2.00	2.00		1.06	1.06		6,794		6,794		6,733		
Total	25.81	2.00	27.81	23.92	1.06	24.98	16,171 6,794	6,794		15,773				



STATUS OF "TEN STUDY

College or School Letters and Science

Department Public Policy and Admin. Research Center

Department Code 2-48-7300

							<u> </u>							
RANK			NUMBER	ER		•		AVERAG	AVERAGE SALARY			MEDIAN		
		Headcount			F.T.E.									
Drof	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	٠ کر	بر در در	Dollar Dose	
246												oremor.	. 117	10231
Assoc. Prof.	1.00		1.00	1.00		1.00	16,000			16,000	16,000			
Asst. Prof.														
Instr.														
Admin														
Prof. Sci. 6 Spec.		2.00	2,00		1.50	1.50		16,294		16,294		14,041		
Total	1.00	2.00	3.00	1.00	1.50	2.50	16,000	16,000 16,294	+294	16,176				

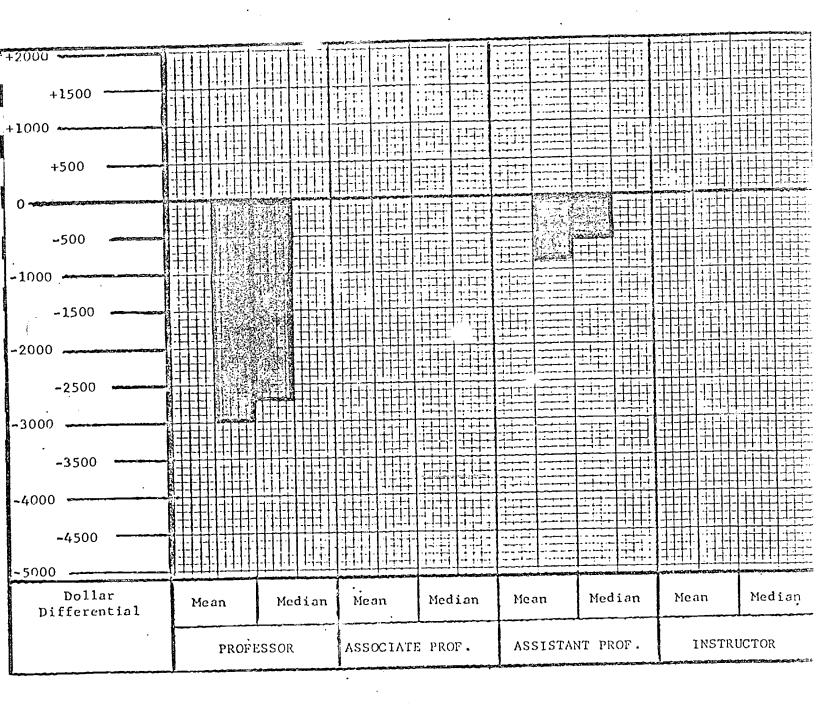


STATUS OF V TN STUDY

						•		Campus	sn		Madison			
	,					,		C011	College or School_		Letters	Jetters and Science	ance	
								Depa	Department		Psychology)gy		
			•				•.*		Department Code	ode	2-48-7400	. 02		
RANK			NUMBER	SR				AVERAGE	AVERAGE SALARY			MEDIAN		
	Ĥ	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
.; 2 247 .	16.50	1.00	17.50	16.50	1.00		18,894		4	18,723			-2,700	
Assoc. Prof.	1.50		1.50	1.50		1.50	14,467			14,467	14,350			
Asst. Prof.	11.00	1.00	12.00	10.50	1.00	11.50	11,262	10,400	- 862	11,187	11,000	10,400	009 -	
Instr.														
Aćmin.														
Prof. Sci. & Spec.	.25		.25	.25		.25	10,100			10,100	10,100			
Total	29.25	2.00	31.25	28.75	2.00	30.75	15,796	13,150		15,627				



Campus	Modison
College or	School Letters and Science
Department	Psychology '
	Code 2-48-7400





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STATUS OF WATEN STUDY

哪 性 Campus Madison

College or School Letters and Science

Department Primate Research Center

Department Code 2-48-76

		Total							
		Dollar Dif.				·			
MEDIAN		Fenale				,			
		Male	19,469	15,074	15,014			15,600	
		Tota1	19,696	15,252	15,014		•	17,874	17,315
AVERAGE SALARY		Dollar Dif.							
AVERAGE		Female	•						
		Male	19,696	15,252	15,014			17,874	17,315
		Total	1.30	1.24	06.		,	2.75	6.19
	F.T.E.	Female							e ·
8		Male	1.30	1.24	06.			2.75	6.19
NUMBER		Total	1.30	1.24	06.			2.75	6.19
	Headcount	Female							
	He	Male	1.30	1.24	06.			2.75	6.19
RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



			-			Total							
	Science			-	Dollar	Dif.							
	and	dies	00	MEDIAN		Female			10,675			7,850	
Madison	Letters	Scandinavian Studies	2-48-7800	•		Male	18,050	13,600	16,675				
	chool	Scanding	ode			Total	17,480	13,600	10,675			7,850	11,426
15	College or School	Department	Department Code	SALARY	3	Dif.							,
Campus	Co116	Depa1	Depai	AVERAGE SALARY		Female			10,675			7,850	8,792
						Ma1e	17,480	13,600	10,675			·	14,300
			-			Total	1.25	.50	2.00			2.00	5.75
					F.T.E.	Female	,		1.00		•	2.00	3.00
			8 4		Male	1.25	.50	1.00				2.75	
				NUMBER		Total	1.25	.50	2.00			2.00	5.75
			·		Headcount	Female			1.00			2.00	3.00
					Не	Male		.50	1.00				2.75
				RANK			£25	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

* All statistics refer to employment as Lecturor.

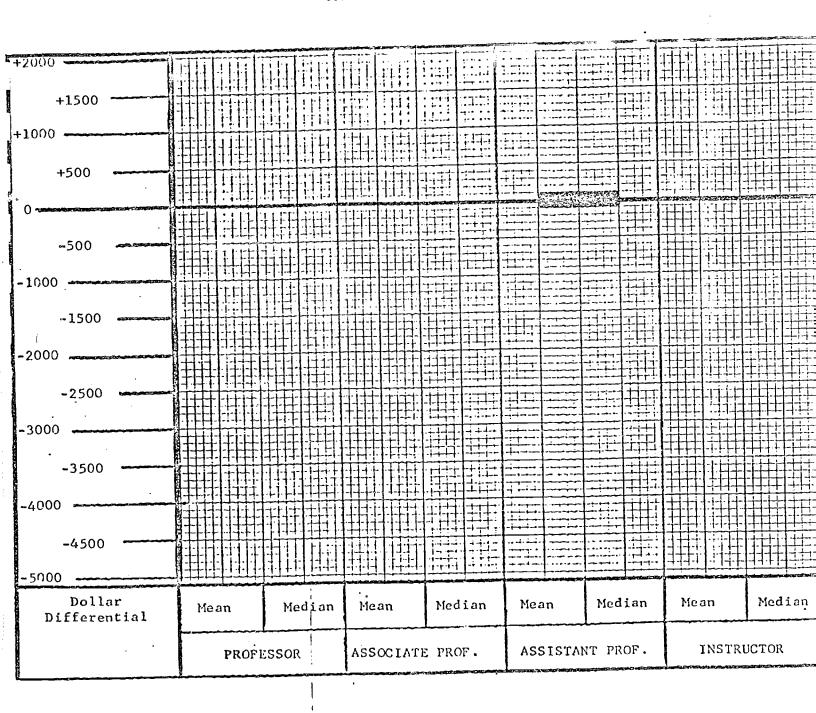


Campus Madison

College or School Letters and Science

Department Scandinavian Studies

Department Code 2-48-7800





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							•	Campus	SI		Madison			
		· .		:	•			Colle	College or School		Letters	and Science	nce	
				-	_			Depar	Department		Slavic I	Slavic Lan mages		
					· · ·			Depai	Department Code		2-48-8000	00		
RANK			NUMBER	æ				AVERAGE SALARY	SALARY	·		MEDIAN		
	Д.	Headcount			F.T.E.									
-	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
j. 252	3.00	. 50	3.50	3.00	.50	3.50	22,450	18,400	-4,050	21,871	21,500	18,400	-3,100	
Assoc. Prof.	1.00		1.00	1.00		1.00	14,100			14,100	14,100			
Asst. Prof.	4.00		7.00	3.50		3.50	11,500			11,500	11,300			
Instr.		1.00	1.00		1.00	1.00		9,600		9,600		09,6		
Admin.														
Prof. Sci. & Spec.														
Total	8.00	1.50	9.50	7.50	1.50	9.00	16,227	12,533		15,611				
	-								,					



M-04

STATUS OF WOMEN STUDY

Compus Madison

College or School Letters and Science

Department Slavic Languages

Department Code 2-48-8000

	anamananyi kao							1-
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+1500								
+1000								
+500								
. 0	期後							
-500								
-1000								
-1500	用鎖							
2500	開體							
-2500	开放							
-3500								
-4 500 -								
Dollar Differential	Mean	Median	Mean	Median	Mean	Median	Mean	Media
	PROFE	ESSOR	ASSOCIATE	E PROF.	ASSISTAN	NT PROF.	INSTRI	UCTOR



A-65

STATUS OF "MEN STUDY

Campus Madison

College or School Letters and Science

Department Social Work

Department Code 2-48-8200

RANK			NUMBER	e K			· ·	AVERAGE SALARY	SALARY			MEDIAN		
	Ħ	Headcount			F.T.E.							-	1	
	Male	Female	rotal	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Frof.	2.84		2.84	2.84		2.84	19,378			19,378	19,055			
Assoc. Prof.	1.67	1.00	2.67	1.67	1.00	2.67	12,961	12,436	- 525	12,765	13,650	12,436	- 614	
Asst. Prof.	7.00	6.67	13.67	7.00	29.9	13.67	11,400	11,476	+ 76	11,440	11,455	11,250	- 205	
Instr.	3.00	3.00	6.00	3.00	3.00	6.00	9,371	9,164	- 207	9,267	9,295	9,082	- 213	
Admin.														·
Prof. Sci.	1.00	3.00	4.00	1.00	3.00	4.00	20,700	7,282	-13,418 10,636	10,636	20,700	7,936	-12,764	
Total	15.51	13.67	29.18	15.51	13.67	29.18	13,225	10,118		11,777				

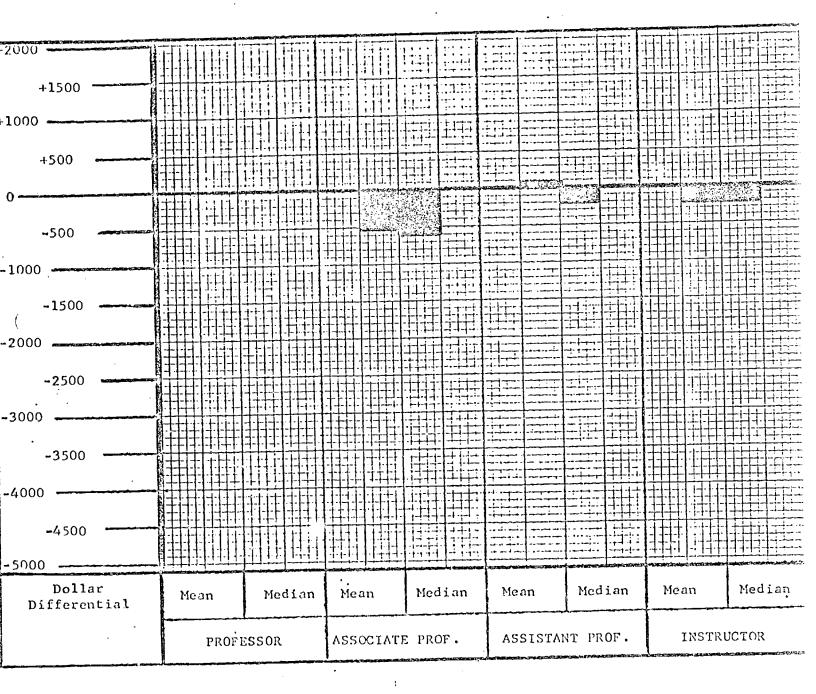


Campus Madison

College or School Letters and Science

Department Social Work

Department Code 2-48-8200





A-0/

STATUS OF "OMEN STUDY

	Letters and Science	'gy	000
Madison	Letters	Sociology	2-48-8300
	School		Code
Campus	College or School	Department	Department Code

RANK														
			NUMBER	es Es				AVERAGE	AVERAGE SALARY			MEDIAN		
	He	Headcount		4	F.T.E.								-	
1	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Frof.	16.96	1.00	17.96	16.96	1.00	17.96	20,160	15,500	-4,660	19,901	19,100	15,500	-3,600	
Assoc. Prof.	5.48		5.48	5.05		2.05	13,278			13,278	13,100			
Asst. Prof.	12.44	1.00	13.44	12.44	1.00	13.44	10,789	10,600	- 189	10,774	10,850	10,600	- 250	
Instr.							-							
Admin.										•				
* Prof. Sci. & Spec.	4.33	3.00	7.33	3.83	2.50	6.33	10,280	8,882	-1,398	9,720	9,770	9,500	- 270	
Total	39.21	5.00	44.21	38.28	6.50	42.78	15,221	10,734		14,745				

* All statistics for men refer to employment as Lecturer. However, 2.00 of the 3.00 Headcount and 1.50 of the 2.50 FTE statistics for women refer to employment as Lecturer. There is one woman Specialist.



Campus	Milson
College or	School Letters and Science
Department	Sociology
Department	Code 2-48-8300

	Market I Company of the Company of t							
+2000								
+1500								
+500								
~500	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				incomes			
10,70								
-1500								
-2000								
-2500								
-3000								
-3500								
-4000								
-4500								
-5000								
Dollar Differential	Mean	Median	 Mean	Median	Mean	Median	Mean	Median
	PROFE	SSOR	ASSOCIATE	PROF.	ASSISTAN	IT PROF.	INSTRU	JCTOR



us Madison	College or School Letters and Science	rtment Spanish and Portuguese	Department Code 2-43-85
Campus	College on	Department	Departmen

RANK			NUMBER	ER				AVERAG	AVERAGE SALARY			MEDIAN		
	莊	Headcount			F.T.E.									
!	Male	Female	Total	Male	Female	Total	Male	:Female	Dollar Dif.	10 to	Z Z	E G E G	Dollar	, L
2.58	8.77	1.00	9.77	8.27	1.00	9.27	19,557	15,700	-3,857	19,141	20,800	15,700	-5,100	1000
Assoc. Prof.	1.49		1.49	1.49		1.49	12,519			12,519	13,240			
Asst. Prof.	5.00	2.00	7.00	2.00	2.00	7.00	10,900	10,250	- 650	10,714	10,800	10,250	- 550	
Instr.	1.00	1.00	2.00	1.00	1.00	2.00	8,500	8,500		8,500	8,500	8,500		
Admin.														
* Prof. Sci. & Spec.	1.00	1.00	2,00	1.00	.50	1.50	10,186	8,800	-1,386	9,724	10,186	8,800	-1,386	
Total	17.26	5.00	22.26	16.76	4.50	21.26	15,130	10,911		14,237				

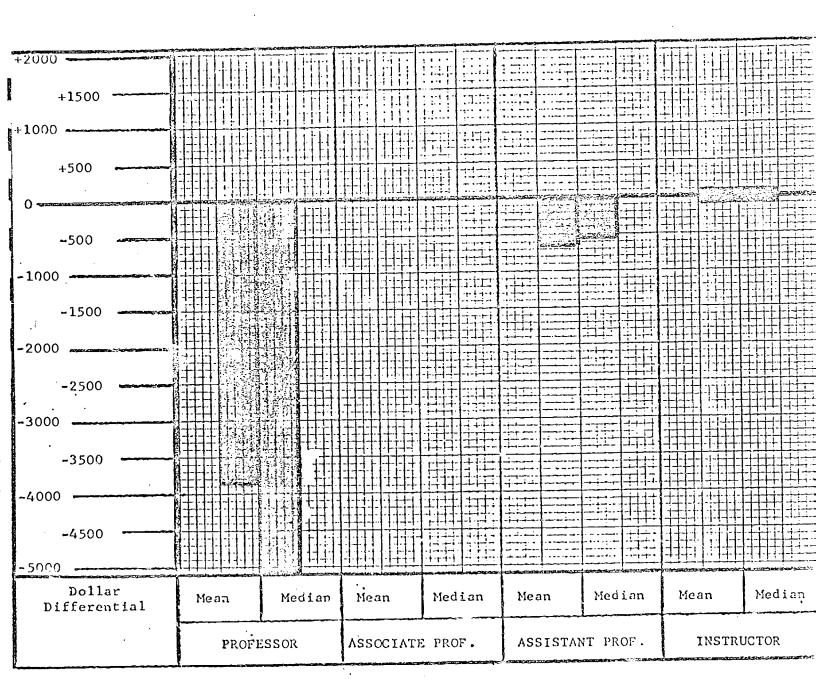
* All statistics for women refer to employment as Lecturer. The statistics for men refer to employment as Specialist.

Compus Madison

College or School Letters and Science

Department Spanish and Portuguese

Department Code 2-48-85





STATUS OF THEN STUDY

							Campus	ns Sn		Madison			
							Coll	College or School	chool	Letters	and Science	nce	
							Depa:	Department		Speech			
					,		Дера	Department Code	ode	2-48-8700	00		
		NUMBER	ĸ				AVERAGE SALARY	SALARY			MEDIAN		
ř	Headcount			F.T.E.				,					
	Remale	Total	Male	Female	Tota1	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
69		69.6	8.98		8.98	13,008			18,008	16,850			
50		5.50	5.50		5.50	12,856			12,856	13,000			
55	1.00	11.55	10.55	1.00	11.55	10,899	10,000	- 899	10,821	11,000	10,000	-1,000	
8		1.00	1.00		1.00	000°6			9,000	9,000			
			÷					·	•				
8	.33	1.33	1.00	\$.	1.33	14,000	7,855	-6,145	12,475	14,000	7,855	-6,145	
74	1.33	29.07	27.03	1.33	28.36	13,703	9,468		13,505				

10.55

Asst. Frof. 1.00

Instr.

5.50

Assoc. Prof.

9.69

360 Frof.

Male

RANK

* Statistics for men refer to employment as Lecturer. Statistics for women refer to employment as Specialist.

27.74

Total

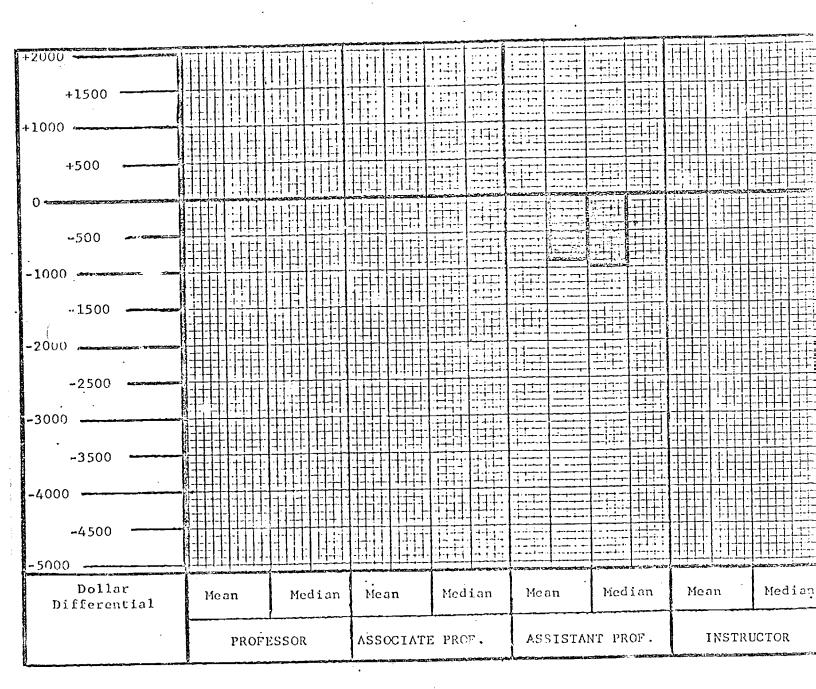
1.00

* Prof. Sci. & Spec.

Admin.



Campus	Madiyon
College or	School Letters and Science
Department	Speech .
Department	Code 2-48-8700





STATUS OF TEN STUDY

-							Total							
	nce					9	Dollar Dif.			+250				
	Letters and Science	SO	00		MEDIAN		Female			12,400				
Madison	Letters	Statistics	2-48-9000				Male	16,400	14,250	12,150				
	chool		Code				Total	18,868	14,673	11,565		•		14,329
ns	College or School	Department	Department Code		AVERAGE SALARY		Dollar Dif.			+987				
Campus	Co11	Depa	Depa		AVERAGI		Female			12,400				12,400
•							Male	18,868	14,673	11,413				14,479
							Total	3.68	3.67	6.50				13.85
			•	·		F.T.E.	Female		•	1.00				1.00
					%		Male	3.68	3.67	5.50				12.85
					NUMBER		Total	3.68	3.67	6.50				13.85
			•		·	Headcount	Female			1.00				1.00
						He	Male	3.68	3.67	5.50				12.85
	·				RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



Compus Madison

College or School Letters and Science

Department Statistics

Department Code 2-48-9000

					Company (projection)			
+2000								
+1500					777			
+1000		HIT HI					+++++	111111111111111111111111111111111111111
+500				1 112-12-12				+++++++++
-500								
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-2 500								
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- 3500								
-4000								
-4500								
-5000 Dollar Differential	Mean	Median	Mean	Median	Mean	Median	Mean	Median
	PROFI	ESSOR	ASSOCIATE	E PROF.	ASSISTA	NT PROF.	INSTRI	JCTOR



STATUS OF THEN STUDY

	and Science	sic				MEDIAN	, , , , , , , , , , , , , , , , , , ,	le Dif. Total								
Madison	Letters and	Summer Services - Music	0310-07-0	7-48-3100		뜆		Male Female	17,282							
S	College or School	Department Summer		Department Code		SALARY		Dollar Dif. Total	17,282						•	
Campus	Co11.e	Depar		. Depar		AVERAGE SALARY		Male Fenale	17,282							
				•	-			Total	.05							
							F.T.E.	Male Female	.05							2
		,		•		NUMBER		Total								
	•						Headcount	Female								
								Male	.05		_	<u> </u>			.,	
						RANK				Assoc. Prof.	Asst.	Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total



A-76

STATUS OF TEN STUDY

Campus Madison

College or School Letters and Science

Department University Theater

Department Code 2-48-9200

RANK			NUMBER	ER			,	AVERAGE	AVERAGE SALARY			MEDIAN		
	Ň	Headcount			F.T.E.									
	Male	Female	Tc al	Male	Female	Total	Male.	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Frot:							· .							
Assoc. Prof.								·						
Asst. Prof.														
Instr.										-				-
. Admin.														
Prof. Sci. & Spec.		.67	.67		.67	.67		7,855	·	7,855		7,855		
Total		.67	.67		.67	.67	_	7,855	·	7,855				

A-//

STATUS OF 1 TEN STUDY

.. 1/2 Campus Madison

College or School Letters and Science

Department Urban & Regional Planning

Department Code 2-48-9400

		Total							
57 5		Dollar Dif.							
MEDIAN		Female							
		Male	21,450	15,000	11,050				
		Total	20,271	13,483	10,921				14,757
AVERAGE SALARY		Dollar Dif.							
AVERAGI		Female							
		Male	20,271	13,483	10,921				14,757
,		Total	2.87	68.	3.83				7.59
,	F.T.E.	Female			·			·	
Se		Male	2.87	68*	3.83				7.59
NUMBER		Total	3.21	. 89	3.83				7.93
	Headcount	Female							
	H	Male	3.21	68.	3.83				7.93
RANK			Frof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

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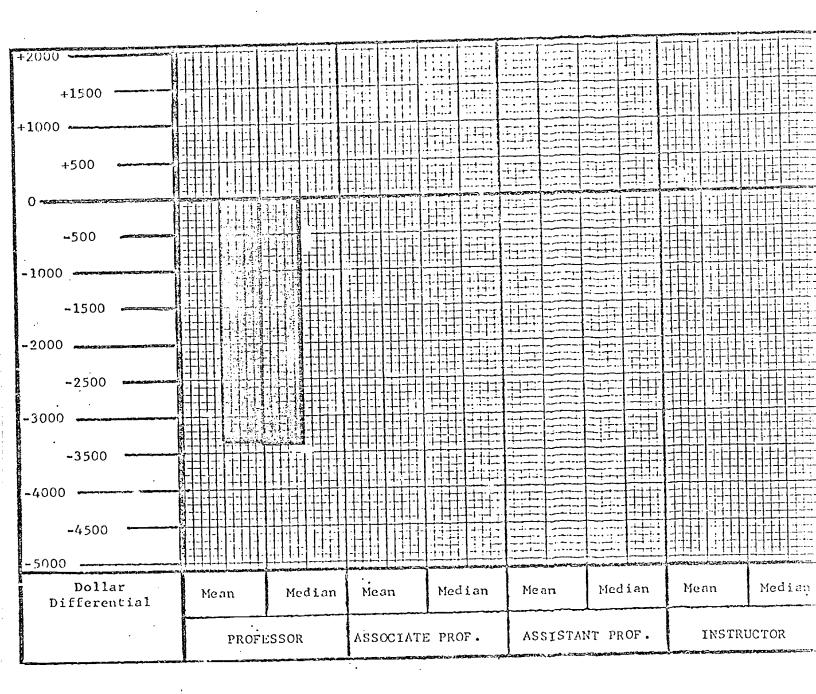
A-78

			Total							
eo u	-	Dollar	Dif.	-3,400						
and Science	MEDIAN		Femile	15,000						
Madison Letters and Zoology 2-48-9700			Male	18,400	13,000	12,249			9,327	
			Total	18,126	13,283	12,008			9,109	15,358
Campus College or School Department Department Code	AVERAGE SALARY	100	Dif.	-3,349			·			,
Campus_ College Departm	AVERAGE		Female	15,000						15,000
			Male	18,349	13,283	12,008	:		9,109	15,372
			Total	15.05	67.9	2.82			3.00	27.36
•		F.T.E.	Female	1.00					·	1.00
	æ		Male	14.05	6,49	2.82			3.00	26.36
	NUMBER		Total	15.55	6,49	2.82			3.00	27.86
		Headcount	Female	1.00						1.00
·		He	Male	14.55	67.9	2.82			3.30	26.86
	RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	rotal



STATUS OF THEN STUDI

Campus	Mid 1900
College or	School Letters and Science
Department	Zoology
Department	Code 2-48-9700





Campus

8:	Total	* Prof. Sci.	Admin.	Instr.	Asst. Prof. 24	Assoc. 16	38			RANK -				
860.24		51.36		25.00	241.50	160.35	382.03	Male	He				;	
106.50		44.62		13.45	29.91	8.52	10.00	Female	Headcount					•
956.74		95.98	-	38.45	271.41	168.87	392.03	Total		NUMBER	,	•		
844.64		48.62		25.00	238.21	158.55	374.26	Male		ER				
94.41		35.03		11.45	29.91	8.52	9.50	Female	F.T.E.		,			
939.05		83.65		36.45	268.12	167.07	383.76	Total			•			
15,402		11,696		9,249	11,059	13,423	19,598	Male						
10,393		8,470		8,886	10,840	12,265	16,184	Female		AVERAG	Дер	ָּבָּר בְּיִבְּיִבְּיִבְּיִבְּיִבְּיִבְּיִבְּיִ	7	Co1:
-5,009		-3,226		- 363	- 219	-1,158	-3,744	Dif.	;	AVERAGE SALARY	Department Lode	מזרוופוור	1	lege or School
14,899		10,346		9,135	11,034	13,364	19,514	Total	·		Coge			1
								Male				1000	Total o	Letters
								Female		MEDIAN		7		Letters and Science
								Dif.	7	N.				nce
						269		Total						į

* Lecturers: Lecturers: 9.81 13.62 23.43 7.99 8.82 16.81 Note: Lecturers, data is included in the Professional, Schenting and Specialist category.

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IX. LIBRARY SCHOOL

Women are employed at all academic levels in the Library School except Administration. There are no full Professors, either men or women, in the Library School.

An appendix contains the data sheets. General figures are tabulated below.

PERCENT OF TOTAL SCHOOL MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Madison: Library School

1969-70

	Percent Women are of Tota	1 Membership
Title	Headcount	FTE
Associate Professor	33.3%	33.3%
Assistant Professor	19.1%	19.1%
Instructor	50.0%	50.0%
Administration	.0%	.0%
Professional, Scientific, and Specialist	78.12%	77.8%
Total for Library School (All tit)	les) 54.7%	54.2%

TABLE II

NUMBER OF WOMEN (BY TITLE)

Madison: Library School

1969-70

	Numbers of Wor	men
Title	Headcount	FTE
Associate Professor	1.00	1.00
Assistant Professor	3.00	3.00
Instructor	2.00	2.00
Administration	.00	.00
Professional, Scientific, and Specialist	25.00	25.00
Total (All titles)	31.00	30.50

TABLE III

DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)

Madison: Library School

1969-70

Title	Dollar Differential
Associate Professor	~3,173
Assistant Professor	-1,579
Instructor	+ 478
Professional, Scientific, and Specialist	- 164



Women receive equal representation with men at the Instructor level and are favored in the salary differential. In addition, the percentages of women at each level are generally higher than in other Madison campus schools. However, we still find that the Library School follows the Letters and Sciences patterns in that there is a positive correlation between increased academic level and increased discrepancy in dollar differential; and as the level gets higher, the numbers (though not the percentages) of women employed decreases.

Library work in this country has been traditionally a "woman's field." If we look at the composition of the student body of the Library School, we see that over-all, 81% of the students are women. Yet only 26.4% of the total staff above the Professional, Scientific, and Specialist level consists of women and no women are represented at the Administration level. The percent of women in the second graduate year (i.e., Ph.D. program) is quite a bit smaller than in the first graduate ear (i.e., M.A. program). Yet there are still 10% more women in the second graduate year than there are in the levels above Professional, Scientice, and Specialist.

¹⁹⁶⁹ Handbook on Women Workers, United States Bureau of Labor, Women's Bureau, Bulletin 294, Table 42, p. 97 lists librarians among the occupational groups in which women are 80-89% of the total employed. See also Caroline Bird, Born Female, New York, 1968, p. 79.

² Student Statistics, June, 1970, Office of Planning and Analysis, The University of Wisconsin, book of original statistics in Van Hise, Room 1564. Note, however, that though the M.A. candidates are 86.2% women, the Ph.D. candidates are only 36.4% women.

APPENDIX A

Data for the Library School

Madison Campus, University of Wisconsin 1969-70



Madison	General Library	General Library	2-49-1000	MEDIAN
Campus	College or School General Library	Department	Department Code	ATTERACE SALARY

		Total											İ
	Dollar	Dif.		-3,173	- 122		+ 478			+ 403			
MEDIAN		Female		11,693	11,005		8,791			7.315			
		Male		14,866	11,127		8,313		19,857	~ 6 912	27.60		
		Total			-1,579 10,764		8,552		19,857	7 7.52		9,237	
SALARY	7011at	Dif.		-3,173 13,808	-1,579		+ 478			127	+07 -	-3,034	<u> </u>
AVERAGE SALARY		Female		11,693	9,486		8,791			U 7/	/,4ID	7,849	
		Male		14,866	11,065		8,313		19,857		7,579	56.22 10,883	
		Total		3.00	15.72		4.00		2.00		31.50	56.22	
	F.T.E.	Female		1.00	3.00		2.00				24.50	30.50	
2		Male		2.00	12.72		2.00		2.00		7.00	25.72	
NUMBER		Total		3.00	15.72		4.00		2.00		32.00	56.72	2
	Headcount	Female		1.00	3 00		2.00				25.00	31 00	37.00
	He	Male		2.00	10 70	77.77	000	33.	2.00		7.00	70	71.67
S ANK			Prof.	Assoc.		Froi	1113 611		Admin.	Prof. Sci.	& Spec.	Total	



X. SCHOOL OF NURSING

There is a total of nine Departments represented in the School of Nursing. Only one male is on the staff in this entire division, an Assistant Professor who is a 3/4 time employee. It should be noted that, in this case, the man earns \$1,189 less than his female colleagues of equal rank.

APPENDIX A

'Data for the Medical Center - School of Nursing

Madison Campus, University of Wisconsin 1969-70

College or School Medical Center - Nursing

Lapartment Administration
Department Code 2-54-0200

RANK			NUMBER	84				AVERAGE	AVERAGE SALARY	:		MEDIAN		• '
	H.	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Fenale	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
CProf.						·								
Assoc. Prof.			·								7			
Asst. Prof.		2.00	2.00		2.00	2.00	3	10,894		10,894		10,894		
Instr.						·		·						
Admin.		3.00	3.00		3.00	3.00	7-	16,880		16,880		16,251		
Prof. Sci. & Spec.		3.00	3.00		2.00	2.00		8,660	·	8,660		7,527		
Total		8.00	8.00		7.00	7.00		12,822		12,822				

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College or School Medical Center - Nursing

Foundations

Department

								Depa	Deparement Code		2-54-1800		
32NK			NUMBER	S.R.		·		AVERAGE	AVERAGE SALARY			MEDIAN	
	##	Headcount			F.T.E.								•
	Male .	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.
ii 27		.32	.32		.32	.32		18,409		18,409	!	18,409	÷
Prof.													
41 04 00 04 11 04													
11 00 11 11 11 11 11 11 11 11 11 11 11 1									•				
Actin.													
Prof. Sci.										•			
Total		.32	.32		.32	. 32		13,409		18,409	·	·	

ERIC Full East Provided by ERIC

*There is .41 Headcount (.41 FIE) woman employed as a Lecturer.

College or School Medical Center - Nursing Nursing- Mgmt. 2-54-4200 Madison Department Code . Department Campus

ZANK			NUMBER	æ,				AVERAGE	AVERAGE SALARY			KEDIAN		
	Ħ	Headcount			F.T.E.	•							1	
	Male	Female	Total	Male	Female	Total	Kale	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	101
.: 280					·		·						•	
2555.		.83	.83		.83	.83		12,600		12,600		12,600		
asst. Prof.														
Instr.														
Adata.						•					·			
Prof. Sci.						·				·				
Total		. 83	. 83		.83	. 83		12,600		12,600	2	·		
) 										

Campus Madison

College or School Medical Center - Nursing

Department Nurs. Obstetric Nurs.

Department Code 2-54-5800

			NUMBER	88				AVERAGE SALARY	SALARY			HEDIAN		
1	H	Headcount			F.T.E.	6							•••	
	Xale	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	702
·													 -	
		1.00	1.00		1.00	1.00		12,500		12,500		12,500		
Ī		1.83	1.83		1.83	1.83		10,690		10,690		10,740		
1		2.00	2.00		2.00	2.00		8,732	•	8,782	·	8,782		
1				<u> </u>										
1									·					:
1		4:83	4.83		4.83	4.83		10,275	٠.	10,275				
Í	1												ĺ	!

*There is 1.00 Headcount (1.00 FTE) female Clinical Assistant Professor included at this rank. *There is 1.00 Headcount (1.00 FTE) female Clinical Instructor included at this rank.



College of School Medical Center - Nursing Department Code 2-54-6700 College of School Medical Center - Nursing									Campus	ns	Mai	Madison			
Number Pediatric Nursing Pepartment Code 2-54-6700									Co11	ege or S	chool Me			ursing	
Head count Head count F.T.E. AVERAGE SALARY MEDIAN MEDIAN Head count F.T.E. AVERAGE SALARY MEDIAN Head count F.T.E. Dollar Female Diff. Total Male Female Diff. 1.00 1.00 1.00 1.00 1.00 16,300 16,300 16,300 17,822 1.42		-							Depa	rtment	Pe	diatric	Nursing		
Headcount F.T.E. AVERAGE SALAKY MEDIAN MEDIAN					•				Лера	rtment C	l	24-6700	.	•	
Headcount F.T.E.	RANK			NUMBI	ER				AVERAGE	SALARY			MEDIAN		
Male Female Total Male Female Total Male Female Dollar Dollar Total 1.00 1.		H	leadcount			F.T.E.									
1.00 1.00 1.00 1.00 1.00 16,300 1.83 .83 .83 .83 12,822 1.42 1.42 1.42 11,860 3.41 3.41 3.41 3.41 8,620 5cd45 .45 .45 7,866 7.11 7.11 7.11 7.11 10,797		Male	Female	Total		Fema.le	Total	Male	Female	Dollar Dif.	Total	,	Female	Dollar Dif.	Total
3.41 3.41 3.41 3.41 3.41 3.45 1.860 5ci. .45 .45 .45 7,866 7.11 <t< td=""><td>rof.</td><td></td><td>1.00</td><td>1.00</td><td></td><td>1.00</td><td>1.00</td><td></td><td>16,300</td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	rof.		1.00	1.00		1.00	1.00		16,300						
1.42 1.42 1.42 11,860 11,42 1.42 11,860 2.45 3.41 3.41 3.41 8,620 2.45 .45 .45 7,866 7.11 7.11 10,797	Assoc. Prof.		.83	.83		.83	.83		12,822					,	
3.41 3.41 3.41 8,620 3445 .45 .45 7,866 7.11 7.11 7.11 7.11 10,797	sst.		1.42	1.42		1.42	1.42		11,860						
51. .45 .45 7,866 7.11 7.11 7.11 10,797	ıstr.		3.41	3.41		3.41	3.41		8,620					1	
31. .45 .45 7,866 7.11 7.11 7.11 7.11	lmin.														
7.11 7.11 7.11	cof. Sci. Spec.		.45	.45		.45	.45		7,866	·					
	otal		7.11	7.11		7.11	7.11		10,797					1	

. Prof. 288

*There is 1.00 Headcount (1.00 FTE) female Clinical Assistant Professor included at this rank.



NUMBER N									Camous	15	Mac	Madison			
Headcount F.T.E. AVERAGE SALANY XEDIAN	•								Colle	sge or S		dical Ce		ursing	
Headcount F.T.E. AVERAGE SALANY MINGER AVERAGE SALANY MINGER				•					Depar	tment	Psyc	shiatric	Nursing		
Headcount Female Female Total Male Female Total Male Female Dilar									Depar	trment C	- apo	. 2	-54-8900		
Headcount F.T.E. Male Female Total Male Female Dollar Female Dollar Dollar Female S. 2.32 2.32 2.32 2.32 2.30 2.00 2.00 2.0							·						•		
Headcount Female Female Total Male Female Dollar Dolla				NUVER	8			•	AVERAGE	SALARY			YEDIAN		
Male Female Total Male Female Total Male Female Total Male Female Dollar .96 .96 .96 .96 .96 .12,245 12,245 12,245 12,245 . 2.32 2.32 2.32 2.32 8,772 8,772 8,600 .			Headcount			F.T.E.								1	
. 96 .96 .12,245 12,245 12,245 12,245		Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total		Female	Dif.	01
36 .96 .96 .96 .96 .12,245 12,245	 283														
Sci. 2.00 2.00 2.00 2.00 2.00 7,268 8,834 8,834 8,834 8,834	Assoc. Prof.		96.	96.		96.	96.		12,245		12,245		12,245		
Sci. 2.32 2.32 2.32 8,772 8,600 Sci. 2.00 2.00 2.00 7,268 8,834 8,834 8,834 8,834 8,834 8,834 8,834	Prof.								·		·				
Sci. 2.00 2.00 2.00 7,268 7,268 7,268 5.28 5.28 5.28 8,834 8,834 8,834	34 34 13		2.32	2.32		ì	2.32		8,772	•	8,772		8,600		
25.0 2.00 2.00 2.00 2.00 2.00 3.28 5.28 5.28 5.28 5.28 5.28 5.28 5.28 8,834 8,834 8,834	, cirin														
5.28 5.28 5.28 8,834	Prof. Sci.		2.00	2.00		2.00	2.00		7,268		7,268		7,268		
	Total		5.28	5.28		5.28	5.28		8,834	. •	8,834	•			

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Campus

College or School Medical Center - Nursing

Department Public Health Nursing

Department Code 2-54-9000

						***************************************								i
SANK.			NUNBER	æ				AVERAGE	AVERAGE SALARY			MEDIAN	:	Charteners 7
	He	Headcount			ਜ.ਜ ਜ.ਜ ਜ.ਜ									
	.Yale	Female	Total	Male	Female	Total	Male	हलाती	Dollar Dif.	Total	Male	Female	Dif.	101
1200 6.500												STREET, STREET		
Assoc. Prof.		<i>)</i>									-			.
11 11 10 10 10 10 10 10 10 10 10 10 10 1		.82	.82		.82	. 82		11,455		11,455		11,455		r. phy obstacle of
\$1 43 V) 13		1.68	1.68		1.68	1.68		099*8		8,660		8,650		
برجستي.						·								
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00		008,9		6,300		6,300		
Istal		3.50	3.50		3.50	3,50		8,623	•	8,623				Ţ
The second secon			The second secon	The second livery with the second livery with	A: 40							!		



Campus. Madison

College or School Medical Center - Nursing

R & D

Department 2-54-9300

		Í			1			. 9	
	3	Dif.	,		+ 200	i			
MEDIAN		Female		13,050	10,300	8,182	-	9,700	
		Male			10,100				
		Total		13,050	10,245	8,182		9,700	10,479
AVERAGE SALARY		Dollar Dif.			+ 200	•			+ 442
AVERAGE		Female		13,050	10,300	8,182		9,700	10,542 + 442
		Male			10,100				10,100
		Total		1.00	2.75	.50		1.00	5.25
	T.E.	Female		00	00	ا ا		1.00	.4.50
83		Male			.75				.75
NUMBER		Total		1.00	2.75	.50		1.00	5.25
	Headcount	Female		1.00	2.00	.50		1.00	4.50
	He	Nale			.75				.75
345%			;; 28	28.50c. 27.0f.	10 00 to 00			Prof. Sci.	Total

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TUS OF WOMEN STUDY

Campus Madison

College or School Medical Center - Nursing

Department Totals

Department Code 2-54

			1			-								
NUMBER	NUMBER	NUMBER	æ					AVERAGE SALARY	SALARY			MEDIAN	7.	
Headcount	leadcount				F.T.E.				,				;	
Male Female Total Male	Total		Male		Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Total
		1,32			1.32	1.32		16,811		16,811				
5.53 5.53		5.53			5.53	5,53		12,601		12,601				
10.07 10.82 .75	10.82 .75	.75		-	10.07	10.82	10,100	11,289	+1,189 11,204	11,204				
18.91 18.91	18.91		18	18	18.91	18.91		8,729		8,729				
11.86 11.86	11.86		1		10.36	10.36		7,625		7,625				
.75 50.69 51.44	51.44 .75	.75		7	48.69	49.64),100	10,186	+ 86	10,183		.:		

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XI. SCHOOL OF PHARMACY

The School of Pharmacy employs no women in academic positions according to the data in this summary.

APPENDIX A

Data for the School of Pharmacy

Madison Campus, University of Wisconsin 1969-70

STATUS OF WOMEN STUDY

Madison Campus Pharmacy College or School_

Pharmacy Department

2-68-1000 Department Code

NNTE			NUMBER	X		•		AVERAGE	AVERAGE SALARY			XEDIAN	••	
	Ä	Keadcount			F.T.E.	٠					•			
	.%21c	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Ma1e	Female	Dallar Dafi	ار د د د د د د د د د د د د د د د د د د د
 289	7.94	·	7.94	7.94	-	7.94	18,570			18,570	18,099			
2580C.	3.30		3.30.	3.30		3,30	14,356			14,356	13,850			
1 14 0 0 0 11 0 0 1 0 1 0	5.21		5.21	5.21		5.21	12,055			12,055	12,061			
Anstr.					·				•					
kimin.	3.00		3.00	3.00		3.00	18,137			18,137	16,180			
Prof. Sci.	. 70		02.	. 70		.70	11,221			11,221	11,455			4.9 -4.
Total	20.15		20.15	19.70		19.70	15,814			15,814		·		



XII. MILWAUKEE CAMPUS

The Milwaukee campus was analyzed on a division basis in order that the samples might be large enough for comparison. Omitted were divisions that dealt primarily with a service or special program such as Housing and Intercollegiate Athletics respectively. Included are the following thirteen major divisions on the Milwaukee campus:

School of Architecture

School of Business Administration

Computer Center

School of Education

College of Applied Science and Engineering

School of Fine Arts

Graduate School

College of Letters and Science

Library

School of Library and Information Science

School of Nursing

School of Pharmacy

School of Social Welfare

Of the thirteen divisions included in this analysis, two, the School of Architecture and the College of Applied Science and Engineering, employ no academic women. As the individual divisions can be viewed independently in the appendix, the tables that follow are summaries of the thirteen divisions.



TABLE I SUMMARY OF MEN AND WOMEN IN THIRTEEN DIVISIONS,

BY TITLE, HEADCOUNT, AND FTE

Milwaukee Campus: 1969-70

TITLE		HEA	DCOUNT			FT	E	
	Men	Women	Total	% Women	Men	Women	Total	% Women
PROFESSOR	142.53	18.50	161.03	11.5%	140.44	18.50	158.94	11.6%
ASSOCIATE PROFESSOR	116.55	19.76	136.31	14.5%	116.55	19.76	136.31	14.5%
ASSISTANT PROFESSOR	199.99	48.00	247.99	19.4%	198.15	46.60	244.75	19.0%
INSTRUCTOR	34.00	1.6.33	50.33	32.4%	32.50	15.83	48.33	32.8%
*LECTURER	30.12	40.08	70.20	57.1%	28.12	37.83	65.95	57.4%
ADMINISTRATION	18.84	2.00	20.84	9.6%	18.67	2.00	20.67	9.7%
PROFESSIONAL, SCIENTIFIC, AND						•		
SPECIALIST	68.43	94.25	162.68	57 <u>.</u> 9%	64.56	86.30	150.86	57.2%
TOTAL	580.34	198.84	779.18	25.5%	570.87	188.99	759.86	24.9%

*Lecturers were culled from the Professional, Scientific and Specialist category, as the latter category is a "catch-all" which includes Project Associates, Specialist, Lecturers, etc. Please note that they are included in the Professional, Scientific and Specialist figures.

As was found on the Madison campus, there is very little difference in the percentage of women between the Headcount and the FTE. On the Milwaukee campus the greatest concentration of women in percentage and numbers is at the Professional, Scientific and Specialist level; the title of Administration has the fewest women numerically and in percentage. The School of Nursing is the only division that has women represented in the category of Administration.

A review of the remaining levels of Lecturer through Professor shows that there is a consistent decrease in the percentage of women as the instructional level increases. The greatest percentage of women concerned with instruction is at the title of Lecturer and the smallest at the rank of Professor, with consistent decreases along the way. However, numerically, the greatest concentration of women is at the rank of Assistant Professor.

While there is this pattern of the percentage of women decreasing (Lecturer through Professor) as the levels increase when viewing the summary for thirteen divisions, the pattern does not emerge consistently when viewing each division independently. For example, in Fine Arts, the highest percentage of women is at the rank of Professor.

It would be fruitful to compare the percentage of academic women in the thirteen divisions of the Milwaukee campus to the national figures for public universities. The national data is supplied by the Fall, 1966 issue of <u>Higher Education</u>, published by the United States Department of Health, Education and Welfare. The percentages for the Milwaukee campus are on a headcount basis and only the levels of Professor, Associate Professor, Assistant Professor, and Instructor are being compared.

TABLE II

THE PERCENTAGE OF ACADEMIC WOMEN BY LEVEL:

MILWAUKEE CAMPUS COMPARED TO NATIONAL PUBLIC UNIVERSITIES

TITLE	MILWAUKEE	NATIONAL
PROFESSOR	11.5	5.4
ASSOCIATE PROFESSOR	14.5	10.4
ASSISTANT PROFESSOR	19.4	14.8
INSTRUCTOR	32.4	30.5
TOTAL	21.0	14.0

Although the national figures are for 1966 and the Milwaukee figures for 1969, it can be seen that women on the Milwaukee campus would seem to fare far better than their female colleagues on the Madison campus. At each level the Milwaukee percentages exceed the national figures where the reverse was true for the Madison campus with the exception of the Instructor level. It might also be noted that on a national basis there is the pattern of the percentage of women decreasing as the levels increase.

In the analysis of the Madison campus it was found that as the levels increased from Instructor to Professor the dollar differential between Len and women also consistently is passed; the result being inflavorable to the women faculty. Does this pattern hold true for the Milwaukee campus? The mean average salary is the basis for company son. The median is shown on the divisional data sheets.

TABLE III

DOLLAR DIFFERENTIAL BETWEEN MEN AND WOMEN FACULTY

SUMMARY OF THIRTEEN DIVISIONS, BY TITLE

		rage Salary	
Title	Men	Women	Dollar Difference
PROFESSOR	17,954	16,246	- 1,708
ASSOCIATE PROFESSOR	13,904	13,104	- 800
ASSISTANT PROFESSOR	11,560	10,672	~ 888
INSTRUCTOR	9,085	8,306	- 77 9

5

According to Table III, the Milwaukee campus does not follow the pattern of an unfavorable dollar differential increase for women as the level increases other than the fact that the greatest discrepancy between men and women is at the rank of Professor. Female Associate Professors, Assistant Professors, and Instructors all earn about \$800 less than their male colleagues when viewing the totals of thirteen major divisions. However, it should be kept in mind that there is variation when viewing the individual divisions independently.

Using the mean average salary as the Pasis for comparison, women earn less than their male colleagues at every level ________ elve divisions. The only exception is at the Assistant Professor rank in the Bohe _ of Ausiness Administration where the dollar differential is favorable to women

In the final analysis of the Milwaukee cours, to can be said that the women are generally concentrated at the lower levels of in truction and they earn less than their male colleagues of equal title. However, it should also be said that academic women fare better on the Milwaukee campus than the national figures regarding the percentage of women employed at each academic level. Further, female Professors and Associate Professors fare better on the Milwaukee campus than is true of the women in equal ranks on the Madison campus in terms of the dollar differential. On the other hand, female Assistant Professors and Instructors, show a greater dollar discrepancy when compared to their male colleagues at the Milwaukee campus than is true of academic women with these titles on the Madison campus. It would appear that further in-depth study is needed to determine if the apparent inequities on the Milwaukee campus are due to discrimination or to other significant variables.



APPENDIX A

Data for Milwaukee Campus
University of Wisconsin - 1969-70

STATUS - WOMEN STUDY

Tota Dollar Dif. MEDIAN Male Female 18,982 | 18,982 15,747 \ 16,335 12,000 | 11,500 School of Architecture Division Code 3-05 Total Campus Milwaukee Division Totals Dollar Dif. AVERAGE SALARY Female 12,000 15,747 18,982 Male Total 3.00 1.00 2.33 Female F. T. E.

14,482 14,482 6.33 Male 2.33 3.00 6.33 1.00 NUMBER Total 3.00 6.33 2.33 1.00 Female Headcount Male 2.33 3.00 1.00 6.33 Prof. Sci. & Spec. Assoc. Prof. Instr. Admin. Total Asst. Prof. RANK



STATUS WOMEN STUDY

Campus Milwankee

School of Business Administ: :tion

Division Totals

Division Code 3-08

Trof. Headcount F.T.E. Total Male Female Total Male Female Total Dollar Total Trof. 8.50 8.50 8.50 8.50 19,285 10,455 19,285 10,458 19,285 10,458 10,458 10,458 10,458 10,458 10,470 11,09 9,300 11,636 11,63	RANK .			NUMBER	æ			·	AVERAGE	AVERAGE SALARY			MEDIAN		·
Trof. Male Female Total Male Female Total Male Female Total Dollar Total Frof. 8.50 8.50 8.50 19,285 19,285 19,285 19,285 19,285 19,285 19,285 19,285 19,285 19,285 19,285 19,285 19,285 19,285 10,456 10,456		He	adcount			F.T.E.								F	
8.50 8.50 8.50 8.50 19,285 19,285 19,285 10,285 11,096 11,009 17,636 11,123		Male	Female	Total		Female	Total		Female	Dollar Dif.	Total	Male	Female	Dif.	Tota
Admin. 2.00 2.00 2.00 2.00 2.00 2.00 2.00 2	.Joz. 29	8.50		8.50	8.50			19,285			19,285	19,260			
14.12 2.00 16.12 13.62 2.00 15.62 12,992 13,809 + 817 13,096	V Assoc. Prof.	.27		.27	.27			20,455		·	20,455	20,455			
1.00 1.00 1.00 9,300 9,300 9,300 2.00 2.00 2.00 2.00 17,636 17,636 17,636 7.70 1.00 8.70 6.95 1.00 7.95 11,361 9,470 -1,891 11,123	Asst. Prof.	14.12	2.00	16.12	13.62	2.00				•	13,096	13,000	13,809	+809	
2.00 2.00 2.00 2.00 17,636 17,636 7.70 1.00 8.70 6.95 1.00 7.95 11,361 9,470 -1,891 11,123	Instr.	1.00		1.00	1.00		1.00	9,300			9,300	9,300			
7.70 1.00 8.70 6.95 1.00 7.95 11,361 9,470 -1,891 11,123	Admin.	2.00		2.00	2.00			17,636			17,636	17,636			
	*Frof. Sci. & Spec.		1.00	8.70	6.95	1.00				-1,891	11,123	9,818	9,470	-348	
33.59 3.00 36.59 32.34 3.00 35.34 14,532 12,362 14,347	Total	33.59	3.00	36.59	32.34	3.00	35.34	14,532	12,362	,	14,347				C

*Lecturer

4.70

4.20

4.20

STATUS (WOMEN STUDY

Campus Milwaukee

			* *** **		Total				"			
	; ;				Dollar Dif.						+860	
			MEDIAN		Female				·	_	9,982	
					Male						9,122	
ter als	s 3-13				Total						10,620	10,620
Computer Center Division Totals	Division Code 3-13		SALAR	; ;	Dollar Dif.	•	·			·	-978	,
	Divi	!	AVERAGE SALAR?		Female						9,982	9,982
	<i>:</i>				Male		-				. 10,690	10,690
		٠			Total	,			·	,	10.23	10.23
		•		F.T.E.	Female						1.00	1.00
			33		Male		·				9.23	9,23
			NUMBER		Total						10.23	10.23
				Headcount	Female						1.00	1.00
				He	Male						9.23	9.23
·			RANK .			Prof.	Assoc. Prof.	Asst. Prof.	Instr	Admin.	* Prof. Sci. & Spec.	Total

.50

.50

*Lecturer

.50

• 50

STATUS OTTOMEN STUDY

Division Code 3-17 School of Education Campus M.Iwaukee Division Totals

RANK .			NUMBER	es Es			· ·	AVERAGE SALARY	SALARY			MEDIAN		
	He	Headcount			F.T.E.	•								
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Tota1
Prof.	13.58	2.00	15.58	13.08	2.00	15.08	16,702	16,265	- 437	16,640	16,635	15,130	-1,505	
Assoc. Prof.	20.95	10.00	30.95	20.95	10.00	30.95	13,947	12,895	-1,052	13,607	13,593	12,825	- 768	
Asst. Prof.	23.12	8.49	31.61	23.12	8.49	31.61	11,567	11,274	- 293	11,488	11,755	11,500	- 255	
Instr.							ę . "							:
Admin.	2.42		2.42	2.42		2.42	18,389			18,389	19,023			
Prof. Sci. & Spec.	8.00	16.75	24.75	7.00	15.75	22.75	11,679	886 6.	-2,291	10,093	12,387	9,500	-2,887	
Total	68.07	37.24	105.31	66.57	36.24	102.81	13,584	11,178	-2,406	12,735				
*Lecturer	6.25	12.75	19.00	5.25	12.25	17.50								

299

STATUS OF TOMEN STUDY

Campus Milwaukee

College of Engineering

Division Totals

Division Code 3-19

			A											
RANK .			NUMBER	er			•	AVERAGI	AVERAGE SALARY			MEDIAN		
	##	Headcount			F.T.E.	-								
	Male	Female	Total	Male	 Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	12.90		12.90	12.90		12.90			•		16.050		·	
O Prof.	8.00		8.00	8.00		8.00			·	14,425	14,400			
Asst. Prof.	24.50		24.50	24.50		24.50	12,284			12,284	12,250	;		
Instr.														
Admin.	2.00		2.00	2.00		2.00	18,515			18,515	15,515			
* Prof. Sci. & Spec.	90.00		6.00	9.00		6.00	10,065	·		10,065	9,890			
otal	53.40		53.40	53.40		53.40	13,574			13,574				
*Lecturer	6.00		6.00	6.00		00.9	·		·					

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STATUS OF OMEN STUDY

Campus Milwaukee

School of Fine Arts

Division Totals

Division Code 3-21

RANK			NUMBER	ER	·		•	AVERAGI	AVERAGE SALARY			MEDIAN		
	Ж	Headcount	٠		F.T.E.									
	Male	Female.	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Ma1e	Female	Dollar Dif.	Total
Prof.	14.00	3.00	17.00	14.00	3.00	17.00	15,667	14,710	-957	15,498	15,403	15,000	-403	
Frof.	9.00	1.00	10.00	00.6	1.00	10.00	12,804	12,220	-584	12,746		12,220	-580	
Asst. Prof.	21.33	4.00	25.33	21.33	4.00	25.33	10,803	10,184	-619	10,706	10,620	9,942	-678	
Instr	9.00	1.00	10.00	9.00	1.00	10.00	9,546	8,500	97 -	8,541	8,500	8,500	+ 0	
Admin.	1.67		1.67	1.67		1.67	17,469			17,469	17,469			
Prof. Sci. & Spec.	2.00		2.00	1.50		1.50	5,782			5,782	6,054			
Total	57.00	9.00	99.00	56.50	00.6	65.50	12,031 11,732		-299	11,990				

STATUS OF THEN STUDE

f = in.

Campus Milwaukee

Graduate School

Division Totals

Division Code 3-34

, Alte		,	NUMBER	38				AVERAGI	AVERAGE SALARY			MEDIAN	P-50-	·.
Mark														
	Ř	Headcount			F.T.E.				ſ				10 L	
	Male	Female	Total	Male	Female	Total	Male	Female.	Dif.	Total	Male	Female	Dif.	Total
Prof.	77 °		.77	77.		72.	18,552			18,552	13,610			
Assoc.	.50		.50	.50	·	.50	15,900		·	15,900	15,900			
Asst. Prof.	1.50		1.50	1.50		1.50	12,108		,	12,108	11,300	;		
Instr.													- 1.	
Admin.	2.67		2.67	2.67		2.67	17,081			17,081	18,000			
* Prof. Sci. & Spec.	1.50	3.00	4.50	1.50	3.00	4.50	. 11,767	5,458	-6,309	7,561	12,650	6,068	-6,582	
Total	6.94	3.00	9.94	6.94	3.00	9.94	14,917	5,458		12,075				
*Lecturer	.50		.50	.50		.50			,·				ر.	

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STATUS OF "YOMEN STUDY

Campus Milwaukee	College of Letters and Science	Division Totals	Division Code 3-48	
		,	•	

RANK			NUMBER	జ				AVERAGE	AVERAGE SALARY			MEDIAN		
	H.	Headcount			F.T.E.									•
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	90.28	9.50	99.78	88.69	9.50	98.19	18,666	17,021	-1,645	18,506	18,045	15,850	-2,195	
Assoc. Prof.	80.69	6.76	75.84	80.69	6.76	75.84	13,825	13,258	- 567	13,776	13,800	13,255	- 545	<i>:</i>
Asst. Prof.	108.00	15.00	123.00	106.66	14.50	121.16	11,268	10,459	- 809	11,171	11,125	10,450	- 675	
Instr.	21.00	4.33	25.33	19.50	3.83	23.33	9,390	7,868	-1,522	9,138	9,475	8,350	-1,125	
Admin.	3.08		3.08	2.91		2.91	20,124		• .	20,124	21,000			
Prof. Sci. & Spec.	17.33	30.50	47.83	17.16	28.58	45.74	12,776	7,753	-5,023	9,635	11,986	7,100	-4,886	
Total	308.77	60.99	374.86	304.00	63.17	367.17								

6.50 22.33 28.83

*Lecture:

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STATUS WOMEN STUDY

Campus Milwaukee

Library

Division Totals

Division Code 3-50

RANK .			NUMBER	æ				AVERAGE	AVERAGE SALARY		:	MEDIAN		
	He	Headcount			F.T.E.									
-	Male	Female	Total	Male	Female	Tota1	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	1.00		1.00	1.00		1.00	12,764		•	12,764	12,764			
Assoc. Frof.	3.00		3.00	3.00	•	3.00	13,745		·	13,745	13,664			
Asst. Prof.		2.00	2.00		2.00	2.00		8,406		8,406		8,406		
Instr.	3.00	2.00	5.00	3.00	2.00	5.00	8,643	7,776	- 867	8,296	8,182	7,776	- 406	
Admin.	1.00		1.00	1.00		1.00	20,373			20,373	20,373			
Prof. Sci. & Spec.	3.00	12.00	15.00	3.00	11.00	14.00	5,046	6,165	+1,119	5,925	5,073	6,400	+1,327	
Total	11.00	16.00	27.00	11.00	15.00	26.00								

STATUS WOMEN STUDY

Campus Milwaukee	School of Library and Information Science	Division Totals	Division Code 3-51	

RANK .			NUMBER	er				AVERAGE	AVERAGE SALARY			MEDIAN		
	Ħ	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Femal.e	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.									•					
Assoc. Prof.	1.00	1.00	. 2.00	1.00	1.00	2.00	15,085	13,550	-1,535	14,318	15,085	13,550	-1,535	
Asst. Prof.	1.00	1.51	2.51	1.00	1.51	2.51	15,950	12,915	-3,035	14,126	15,950	12,915	-3,035	
Instr.					·		·					·		
Admin.						,					-	·		
* Prof. Sci. & Spec.	3.00	3.00	00.9	2.50	2.25	4.75	15,482	10,040	-5,442	12,904	14,510	9,600	-4,910	
Total	5.00	5.51	10.51	4.50	4.76	9.26		-			1			
*Lecturer	2.00	3.00	5.00	1.50	2.25	3.75	(Remain:	(Remaining male is Director)	is Direc	tor)				

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STATUS C WOMEN STUDY

Total Dollar Dif. 7,710 |-3,146 MEDIAN 15,273 10,174 Male Female 8,484 16,793 10,856 Division Code 3-65 15,273 7,823 Total 10,229 8,588 Campus Milwaukee 16,793 School of Nursing Division Totals Dollar Dif. AVERAGE SALARY -3,466 Female 15,273 10,229 8,588 6,793 7,390 Male 10,856 Total 2.00 12.10 9.00 2.00 8.00 33.10 Female F.T.E. 2.00 12.10 9.00 72.00 7.00 32.10 Male 1.00 1.00 NUMBER Total 2.00 13.00 9.00 2.00 9.00 35.00 Headcount Female 13.00 2.00 9.00 2.00 8.00 34.00 Male 1.00 1.00 *Prof. Sci. & Spec. 908 Assoc. Admin. Instr. Prof. Asst. Prof. Total

RANK

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1.00 1.00

*Lecturer

.50

.50

STATUS O' OMEN STUDY

Division Code 3-68

Division Totals

Campus Milwaukee

School of Pharmacy

Total Dollar Dif. -200 MEDIAN 14,700 | 14,800 | 14,600 | Male Female Total Dollar Dif. AVERAGE SALARY -200 Female 14,800 |14,600 Male Total 2.00 2.00 Female F. T. E. 1.00 1.00 Male 1.00 1.00 NUMBER Total 2.00 2.00 Headcount Female 1.00 1.00 Male 1.00 1.00 Prof. Sc1. & Spec. 307 Instr. Admin. Prof. Prof. Asst. Prof. Total RANK

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STATUS WOMEN STUDY

Campus Milwaukee

School of Social Welfare

Division Totals

Division Code 3-86

	-													
RANK .			NUMBER	83 83			•	AVERAGE	AVERAGE SALAKY			MEDIAN		
	HE	Headcount	,		F.T.E.	·				·				
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Tota.
Prof.	1.50	2.00		1.50	.2.00	3.50	17,413	17,050	- 383	17,215	17,433	17,050	- 383	
Assoc. Prof.	1.42		1.42	1.42		1.42	15,082			15,082	15,300	Market Communication of the Co	·	
Asst. Prof.	3.42	2.00	5.42	3.42	2.00	5.42	12,549	10,749	-1,800	11,892	12,486	10,749	-1,737	
Instr.														
Admin.	3.00		3.00	3.00		3.00	19,428			19,428	17,026			
* Prof. Sci. & Spec.	9.67	19.00	28.67	8.72	16.72	25.4A	11,057	5.6	-1,736	9,918	10,918	9,400	-1,518	
Total	19.01	23.00	42.01	18.06	20.72	38.78		e de la como de la com			The state of the s	- Table Carlotte Co.		
*Lecturer	3.67	1.00	4.67	3.67	1.00	4.67								

STATUS OF OMEN STUDY

Tota1 Dollar Dif. MEDIAN Male | Female Total Campus Milwaukee Department Code 13 Divisions Dollar Dif. AVERAGE SALARY -1,708 800 888 779 -1,835 -3,103Totals 158.94 17,954 | 16,246 20.67 18,628 | 16,793 U, 149 8,306 10,672 Female 13,104 244.75 11,560 136.31 13,904 9,085 150.86 11,252 Male 48.33 Total 759.86 Female 18.50 19.76 46.60 86.30 570.87 | 188.99 15.83 2.00 F.T.E. 140.44 32.50 116.55 64.56 198.15 18.67 Male NUMBER 161.03 19.76 | 136.31 50.33 779.18 Total 20.84 247.99 162.68 18.50 198.84 Headcount 48.00 94.25 Female 16.33 2.00 142.53 68.43 580.34 116.55 199,99 34.00 18.84 Male

ERIC

*Lecturer 30.12 40.08 70.20 28.12 37.83 65.95

*Prof. Sci.

Admin.

Instr.

6 Spec.

Total

309

Assoc.

Prof.

Asst. Prof.

Prof.

RANK

XIII. GREEN BAY COMPLEX

The Green Bay report concerns the following divisions:

Academi Division

Collegs of Community Sciences

College of Creative Communication

College of Environmental Sciences

College of Human Biology

School of Professional Studies

All departments of the following campuses which parallel divisions listed above have been include: in the statistics for

Fox Valley Campus

Manitowoc County Campus

Marinette County Campus

This report does not concern itself with the service oriented and special program oriented divisions of:

General Educational Administration

General Services

Instructional Resources

Library

Office of Community Outreach and Research

Physical Plant

Student Aid

Auxiliary Enterprises

Summer Session

Student Work-Study Program

nor have service and special program oriented departments of the Fox Valley,

() Manitowoo, and Marinette County Campuses been considered.



2

The lix contains data for each College and branch campus.

No will considered in this report hold the title of Professor, Administration a secturer. Women appear at all levels employing men on the Fox Valley Carrier and, except for Administration, in the College of Human Biology. The School Professional Studies employs no women. Representation varies in the remailed divisions. When we compare positions held by men with those held by worker we find that there are no instructional level women in the Academic Sciences, no female Instructors or Associate Professors in the College of Communication, no female Associate Professors in the College of Creative Communication, no female Associate or Assistant Professors on the Manitowoc County Campus and no female Instructors on the Marinette County campus.

The following tables summarize the data gathered for this report.

TABLE I

PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Green Bay

University of Wisconsin
1969-70

Title	Percent Women an Headcount	re in Total Membership FTE
Professor	0	0
Associate Professor	11.5	11.6
Assistant Professor	14.2	13.0
Instructor	10.6	10.6
Administration	0	0
Profession Scientific, & Specialist	16.8	16.5
*Lecturer	0	00
Total (All titles)	12.2	11.7

^{*} Lecturers are culled from the Professional, Scientific, and Specialist category.



TABLE II

NUMBERS OF WOMEN (BY TITLE)

Green Bay

University of Wisconsin

1969-70

Title	Number of Headcount	Women FTE
Professor	0	0
Associate Professor	2.00	2.00
Assistant Professor	10.00	9.00
Instructor	5.00	5.00
Administration	0	0
Professional, Scientific & Specialist	2.00	1.93
Total	19.00	17.93

TABLE 111 DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)

Green Bay

University of Wisconsin 1969-70

Title	Dollar Differential
Associate Professor	- 725
Assistant Professor	- 216
Instructor	- 500
Professional, Scientific, & Specialist	+1530

The statistics show no uniform pattern in the distribution of women. The largest number and percentage of instructional level women are Assistant Professors and their unfawrable dollar differential is the smallest in the three instructional levels at which women are employed. The dollar differential is extremely favorable to women of the Professional, Scientific, and Specialist category and the largest percent, though smallest FTE count of women is employed at that level.

Green Bay employs a higher percentage of female Associate Professors than is shown in the Madison campus or national statistics on page 7, Table I of the Madison report. The percentage of female Assistant Professors is the same as Madison's, and hence, lower than the national statistics. Figures for female Instructors were lower than Madison campus or national percentages.

APPENDIX A

Data for Green Bay Complex
University of Wisconsin 1969-70

STATUS OF OMEN STUDY

Campus Green Bay

College or School Academic Division

Department Division Totals

Department Code 5-05

I		·	NUMBER	ZR.				AVERAGE	AVERAGE SALARY			MEDIAN	.	•
	Ħ	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
								·						
	.33		.33	.33	• .	.33	13,750			13,750	13,750			
	2.92	_	2.92	2.84		2.84	11,705	•		11,705	11,595			
	1.00		1.00	1.00		1.00	11,500			11,500	11,500 11,500			
Admin.														
Prof. Sci. & Spec.	5.17	1.90	6.17	5.08	.93	6.01	10,795	4,909	-5,886	9,884	12,510	606,4		
	9.42	1.00	10.42	9.25	.93	10.18	11,256	4,909	-6,347	-6,347 10,676				

STATUS C. WOMEN STUDY

Campus Green Bay

College or School College of Community Sciences

Department Division Totals

Department Code 5-20

										1				
RANK			NUMBER					AVERAGE SALARY	SALARY	-		MEDIAN		
	H.	Keadcount			F.T.E.			_						
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.														
Assoc. Prof.	3.50		3.50	3.42		3.42	15,092			15,092	15,125			
Asst. Prof.	7.00	1.00	8.00	6.91	1.00	7.91	11,716	12,500	+784	11,815	12,000	12,500	+500	
Instr.	6.00		6.00	00.9		6.00	10,617			10,617	10,875			
Admin.	1.00		1.00	1.00		1.00	20,250			20,250	30,05			
Prof. Sci. & Spec.														
Total	17.30	1.00	18.50	17.50	1.00	18.33	12,494	12,500	9	12,494				

STATUS OF ... JMEN STUDY

Campus Green Bay

College or School College of Creative Communication

Department Division Totals

Department Code 5-25

1		į	•	1	ı	1		1	1	A-3	
				Total							
	15*		Dollar	Dif.			-750	0	200		
	MEDIAN		ŗ	гепале			10,250	0 27 0	0076		
				10 500	13,000	13,300	11,000	9.750	2 2	12,22/	
			£	19.500	13 222	770604	10,874	9.417	10 227	21.170	11,524
	AVERAGE SALARY		Dollar	-			-688	-188			-1,666
	AVERAG		F G G				10,333	9,250			10,063
			Male Male		13.322		11,021	9,438	19,227	12,170	11,729
			Total	1.34.	4.67		14.04	9.00	1.00		32.05
		F.T.E.	Female				3.00	1.00			. 4.00
	ER		Male	1.34	4.67		17.04	8.00	1.00	2.00	28.05
	NUMBER		Total	1.67	4.67		14.04	9.00	1.00	2.00	32.38
		Headcount	Female				3.00	1.00			4.00
_		7	Male	1.67	4.67		11.04	8.00	1.00	2.00	28.38
	RANK			; 3,17	Assoc. Prof.	Asst. Prof.	, t	• 17 611	Admin.	Prof. Sci. & Spec.	Total

STATUS (JOMEN STUDY

Campus Green Bay

College or School College of Environmental Sciences

Department Division Totals

Department Code 5-30

Total ÷2,000 -2,970Dollar Dif. -1,50d 13,000 MEDIAN 9,250 13,500 Male Female 11,000 17,863 17,595 9,818 10,750 16,470 17,806 18,709 11,357 9,818 12,393 15,609 10,550 Total 543 -3,595 -1,625 Dollar Dif. +1,769 AVERAGE SALARY 1 13,000 13,500 9,250 11,917 Female 17,806 10,875 9,818 14.00 | 11,231 12,460 17,095 18,706 Male 5.00 2.42 1.41 24.50 1.42 .25 Total 1.00 1.00 1.00 Female F.T.E. 3.00 21.50 1.42 13.00 1.42 4.00 .25 1.41 Male NUMBER Total 2.50 24.75 14.00 .25 1.50 5.00 1.50 3.00 Headcount 1.00 1.00 1.00 Female 1.50 13.00 1.50 .25 21.75 1.50 4.00 Male *Prof. Sci. & Spec. 314 Admin. Assoc. Instr. Total Prof. Prof. Asst. RANK

*All Lecturer

Γ

ERIC Provided by ERIC

STATUS OF GEN STUDY

A-5 Total Dollar Dif. +2,955 College or School College of Human Biology -750 -750 MEDIAN 11,250 10,250 18,500 Female Division Totals 11,350 | 12,000 Male 11,000 15,545 19,227 Green Bay 5-35 10,750 19,227 17,641 Total 13,179 Department Code Dollar Dif. 525 +2,955 -1,083 750 AVERAGE SALARY Department ı ı 18,500 12,000 10,917 12,893 10,250 Female 11,000 13,418 15,545 19,227 Male 2.50 3.00 .92 1.41 7.83 Total Female 1.50 1.00 1.00 3.50 F.T.E. 1.00 2.00 .92 .41 4.33 Male NUMBER Total 3.00 3.00 1.00 8.50 1.50 Headcount Female 2.00 1.00 4.00 1.00 Male 2.00 1.00 .50 1.00 4.50 * Prof. Sci. & Spec. Assoc. Prof. Instr. Admin. 319 Total Asst. Prof. RANK

.41

,41

.50

.50

*Lecturer

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*Full Toxit Provided by ERIC

STATUS OF JMEN STUDY

Campus Green Bay

College or School School of Professional Studies

Department Division Totals

Department Code 5-40

RANK			NUMBER	er.				AVERAGE	AVERAGE SALARY			MEDIAN	17	
	Ĥ	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	.33		.33	.33		.33	18,000			18,000	18,000			
Assoc. Prof.	1.00		1.00	1.00		1.00	15,000			15,000	15,000			
Asst. Prof.	4.54		4.54	4.54	·	4.54	11,833			11,833	12,000	,		
Instr.														
Admin.					-									
	1.00		1.00	1.00		1.00	19,227			19,227	19,227			
Prof. Sci. & Spec.	.67		.67	.67		.67	14,750			14,750	14,750			
Total	7.54		7.54	7.54		7.54	13.763			13.763				
	~				~		2, 1, 1			~ CO (6 C+	~		~~	

*All Lecturer

ERIC

STATUS OI DMEN STUDY

those departments which parallel Green Bay divisions relevant to and included in this report.

Campus Green Bay

College or School Fox Valley Campus

Department See Note to Left - Totals

Department Code 5-82

						í		'	
	,	Total							
·		Dollar Dif.			-125	+375			<u>.</u>
MEDIAN		Fema1e		13,750	10,875	10,000			
		Male		13,750	11,000	9,625			
		Total		13,625	11,104	9,522			10,935
AVERAGE SALARY		Dollar Dif.		+167	-120	+537		·	099+
AVERAGI		Female		13,750	11,000	10,000		·	11,500
		Male		13,583	11,120	6,463			10,846
		Total	,	4.00	11.50	00°6	-		24.50
	F.T.E.	Female		1.00	1.50	1.00			3.50
ER		Male		3.00	10.00	8.00			21.00
NUMBER		Total		4.00	12.00	00.6			25.00
	Headcount	Female		1.00	2.00	1.00			4.00
	Æ	Male		3.00	10.00	8.00			21.00
RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

321

STATUS OF . IN STUDY

Green Bay

Campus

			,			1	1				1	1		A~	8 .		•
	Department Totals - College of Comunity Sciences	ode5-82-40	·			Total											
15				-	Dollar	Dif.											
ey Campu				MEDIAN					•							ALL THE DESIGNATION OF THE PROPERTY OF THE PRO	
Fox Valley Campus						Male Female					10,450	10,000			·		
						Total					10,450	10,083					10,175
College or School		Department Code		SALARY	, C	•								·		,	
Co11e		Depai		AVERAGE SALARY		Female											
٠.	:					Male					10,450	10,083					10,175
					·	Tetal					1.00	3.00					4.00
				TUMBER	F.T.E.	Female											
						Male					1.00	3.00					4.00
						Total					1.00	3.00					4.00
					Headcount	Female										-	
					H	Male					1.00	3.00					4.00
				RANK			Prof.	22	Assoc. Prof.		Asst. Prof.	Instr.	Admin.		Prof. Sci. & Spec.	70.01	1000

STATUS OF .ÆN STUDY

- Totals Total Department College of Creative Communication Dollar Dif. 375 625 +1,500 + + Fox Valley Campus MEDIAN 13,750 8,500 10,000 11,250 Female Green Ray 5-82-48 13,375 Male 10,625 13,500 11,000 } 9,050 10,979 Total College or School_ Department Code Dollar Dif. AVERAGE SALARY +1,267 +876 +375 +292 Campus 10,000 3.00 | 13,375 | 13,750 Female 11,667 11,250 8,733 10,791 10,958 Male 14.00 7.00 4.00 Total 3.00 1.00 1.00 Female 1.00 F.T.E. 2.00 6.00 3.00 11.00 Male NUMBER Total 3.00 7.00 4.00 3.00 14.00 Headcount Female 1.00 1.00 1.00 2.00 Male 6.00 3.00 11.00

RANK

Assoc.

Prof.

Prof. Sci.

Total

Admin.

Instr.

Asst. Prof. STATUS OF ...MEN STUDY

みーエリ - Totals Total Dollar Dif. Department College of Environmental Sciences MEDIAN College or School Fox Valley Campus Male Female 9,625 11,500 14,000 | 14,000 5-82-56 11,667 9,625 Total Department Code_ Dollar Dif. AVERAGE SALARY Female 9,625 11,667 1.00 | 14,000 Male 3.00 2.00 Total Female F.T.E. 2.00 1.00 3.00 Male NUMBER Total 1.00 3.00 2.00

Head count

RANK

Female

Male

Prof. 324

Assoc. Prof.

1.00

3.00

Asst. Prof. 2.00

Admin.

Instr.

11,375

6.00 | 11,375

6.00

6.00

00.9

Total

Prof. Sci. & Spec.

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Green Bay

Campus

										•	A	/-TT	
					,	Total							
	- Totals				200	Dif.							
Campus				MEDIAN		Female			10,500				
x Valley	f Human	2-82-64				Male						,	
College or School Fox Valley Campus	Department College of Human Biology	- 1				Total			10,500				10,500
ege or S	rtment C	Department Code_		AVERAGE SALARY	,	Dollar Dif.							
Co11	Depa	Дера	··	AVERAGE		Female			10,500				10,500
						Male							
						Total			.50				.50
					F.T.E.	Female			.50				50
•		•		ER		Male							
				NUMBER		Total			1.00				1.00
•					Headcount	Female			1.00				1.00
					Ä	Male							
				RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

Totals have been computed to include only those departments which parallel Green Bay divisions relevant to and included in this report.

Campus Green Bay

College or School Manitowoc County Campus

Department See Note to Left - Totals

Department Code 5-89

		Total							•			
	 Dollar	Dif.			·	-750						
MEDIAN		Female			,	8,500			_			
		Male		14,260	11,250	9,250			14,750			
		Total		14,507	11,100	9,150			14,750		11,073	
SALARY	100	Dif.				- 813					-2,787	,
AVERAGE SALARY		Female				8.500	,		. F		8,500	
	<u> </u>	Male		14,507	11,100	9 313	23067		17. 750	25/647	11,287	
		Total		1.33 14,507	5.00	60.5	33.5		33	3	11.33 11,287	
	F.T.E.	Female				5	7.00				1.00	
~		Male		1.33	5.00	8	4.00			55.	10.33	
NUMBER		Total		1.40	5.00		2.00			.33	1.00 11.73	
	Headcount	Female					1.00				2.00	
	He	Male	-	1.40	00 %		7.00			.33	10.73	
RANK			.jozd. 32	Assoc. Prof.	Asst. Prof.	Instr.		Admin.	* Prof. Sci.	• 1946 8	Total	



Campus

College or School Manitowoc County Campus

Department College of Community Sciences - Totals

Department Code 5-89-40

			Total					9		
	-	1								
1- 3		Dolls	Dif.							
MEDIAN			Female			•				
	-		Male			11,625			14,750	A CONTRACT LANGE
	-		Total			11,625			14,750	12,068
SALARY	-		Dif.						·	,
AVERAGE SALARY	-		Female							
	-		Male	,		11,625			.33 .14,750	12,068
			Total			2.00			.33	2.33
		F.T.E.	Female							i.
2			Male	•.		2.00	•		.33	2.33
NUMBER			Total			2.00			.33	2.33
		Headcount	Female							
		He	Male			2.00			.33	2.33
Z ANTK				Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	*Prof. Sci & Spec.	Total

*All Lecturer

Campus Green Bay

College or School Manitowoc County Campus

Department College of Creative Communication - Totals

Department Code 5-89-48

Campus Green Bay

College or School Manitowoc County Campus

Department College of Environmental Sciences - Total

Department Code 5-89-56

AVERAGE SALARY MEDIAN		Total Male Female Diff. Total Male	·III	1.00 17, 750	14,750	11,500 11,500	2.00 9,750					
- 1 A C C 2	.T.E.	T		1.00 1,750	001611			┨				_
NUMBER	I±0	Male		1.00	-	+	2.00					_
N	Headcount	Female Total		1.00	1.00		2.00					_
RANK		Male	329	Assoc.	Asst. Prof. 1.00	Instr.	2.00	Admin.	Sci.	& Spec.	Total	-

							Tota1								
	Campus	- Totals			5 -		Dollar Dif.								
	College or School Manitowoc County Campus	Department College of Human Biology			MEDIAN		Female			;					
Green Bay	Manitowo	of Human	5-89-64		 		Male	·		10,750					
	School_l	College	-				 Tota1			10,750					10,750
Campus	lege or	artment	Department Code	-	AVERAGE SALARY		Dollar Dif.								
Cam	Col	Dep	Dep		AVERAG		Female								
							Male	~~~~		10,750					10,750
							Total			1.00					1.00
,						F.T.E.	Female				-				
	٠٠.				er		Male			1.00					1.00
	-				NUMBER		Total			1.00					1.00
•						Headcount	Female								
•						H	Male			1.00					1.00
					BANK		: '	3.30	Assoc. Prof.	Asst. Prof.	Inst	Admin.	Prof. Sct.	Total	

ERIC

Full Text Provided by ERIC

Totals have been computed for selected departments rather than the entire division. Only those departments which paralleled divisions on the Green Bay Campus included in this report have been made part of the totals on this sheet.

Campus Green Bay
College or School Marinette County Campus
Department See Note to Left - Totals
Department Code 5-91

RANK			NUMBER	3.8				AVERAGE	AVERAGE SALARY			MEDIAN		
	Н	Headcount			F.T.E.				-		-			
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.						,							-	
Assoc. Prof.				:		,								
Asst. Prof.	6.00	1.00	7.00	00.9	1.00	7.00	11,083	10,250	-833	10,964	11,125	10,250	-875	
Instr.	9.00		9.00	9.00		9.00	198,6			198'6.	10,000			
Admin.														
*Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	8,500		·	8,500	8,500			
Total	16.00	1.00	17.00	16.00	1.00	17.00	10,234	10,250	+ 16	10,235	·		·	

*All Lecturer

NUMBER NUMBER NUMBER NUMBER NUMBER NUMBER NUMBER Number N									Campus	w)	Green Bay	Bay			
Headcount Fr.L.E. AVERAGE SALARY MEDIAN Female Total Male Female Total Male Female Dif. Total Male Dif.								•	Colle	ge or Si	chool Ma	rinette of Commu	County C		Totals
NUMBER NUMBER F.T.E. AVERAGE SALARY MEDIAN Pemale									Depar	tment C	ode 5-	91-40		,	
Headcount F.T.E. AVERAGE SALARY MEDIAN Female Total Male Female Total Male Female Dif. Female Total Male Female Total Male Female Dif. 1.00 1.00 1.00 11.00 11.000 11.000 11.000 2.00 2.00 2.00 8,875 8,875 8,875 8,875 3.00 3.00 3.00 9,583 9,583 9,583				,	·			·		·					
Female Total Male Female Total Male Female Diff. Total Male Female Diff. Total Male Female Diff. Dollar Diff. Dollar Diff. Dollar Diff. Dollar Diff. Dollar Diff.	1			NUMBI	SR				AVERAGE	SAI.ARY			MEDIAN	N	
Female Total Male Female Dollar Dollar Total Male Female Dif. 1.00 1.00 1.00 11,000 11,000 11,000 11,000 11,000 11,000 11,000 10,000		H	eadcount			F.T.E.				1				Dollar	·
1.00 1.00 11,000 11,000 11,000 11,000 1 2.00 2.00 8,875 8,875 8,875 8,875	<u>:</u>	Male	Female	Total	Male	Female	Total	Male	Female	Dif.	Total	Male	Female	Dif.	Total
1.00 1.00 11,000							·								
2.00 2.00 2.00 8,875 8,875 3.00 3.00 3.00 9,583 9,583		1.00		1.00	1.00			11,000				11,000	;	-	
3.00 3.00 3.583		2.00		2.00	2.00		2.00	8,875			8,875	8,875			
3.00 3.00 3.00 9,583															
3.00 3.00 3.00 9,583															
3.00 3.00 3.00											·				
		3.00		3.00	3.00		3.00	9,583			9,583				

Campus Green Bay	College or School Marinette County Campus	Department College of Creative Communication - Totals		Department Code 3-91-40	AVERAGE SALARY		Dollar	Female Dif. Total Male Female			063 10,250 - 813 10,900 11,125 10,250 -875	000 10,000		W-1A		
Cami	Col	Dep	Ċ	Dep	AVERAG			Total Male Female			5.00 11,063 10,250	1.00 10.000			1.00 8,500	000000000000000000000000000000000000000
							F.T.E.	Male Female To			4.00 1.00 5	90			1.00	
					NIMBER		Headcount	Female Total			1.60 5.00	 -	00.1		1.00	
		:				RANK	He	Male		Assoc. Prof.	Asst. 4.00	Instr	Admin.	*Prof. Sci.	5 Spec. 1.00	Total

*All Lecturer

ERIC

College or SchoolMarinette County Campus

Department College of Environmental Sciences - Total

Department Code 5-91-56

		Total							
z		Dif.							
MEDIAN		Female						·	
		Male		,	11,250	10,250			
		Total			11,250	10,167			10,321
AVERAGE SALARY	;	Dif.						·	
AVERAGE		Female							
		Male			11,250	10,167			10,321
		Total		·	1.00	00°9			7.00
	F.T.E.	Female							
8		Male			1.00	6.00			7.00
NUMBER		Total			1.00	6.00			7.00
	Headcount	Female							
	H	Male			1.00	6.00			7.00
RANK	4.6		S Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

	,	Total							, and the second
1-2-		Dif.	·						
MEDIAN		Female			:				
		Ma1e							
		Total	18,561	14,265	11,257	9,897		10,683	11,280
AVERAGE SALARY		Dollar Dif.		-725	-216	-500		+1,530	-320
AVERAGE		Female		13,625	11,069	9,450		11,960	10,999
•		Male	18,561	14,350	11,285	9,950	**	10,430	11,319
		Total	3.09	17.17	69.33	47.00	5.33	11.67	153.59
	F.T.E.	Fema1e		2.00	9.00	5.00		1.93	17.93
ĸ		Male	3.09	15.17	60.33	42.00	5.33	9.74	135.56
NUMBER		Total	3.50	17.40	70.50	47.00	5.50	11.92	155.82
	Headcount	Female		2.00	10.00	5.00		2.00	19.00
	He	Male	3.50	15.40	60.50	42.00	5.50	9.92	136.82
RANK			Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	*Prof. Sci. & Spec.	Total

SA COTALS-GREEN BAY

2.66

**Administration salaries not included here or in totals.

2.75 2.66

2.75

*Lecturers

XIV. PARKSIDE COMPLEX

The following divisions are included in this report:

School of Modern Industry

College of Science and Society.

The appendix contains data for both divisions and departments within them. No data has been included for sub-departments.

Excluded are divisions dealing primarily with a service or special program.

The excluded divisions are:

General Educational Administration

General Services

Arboretum

Athletics

Auxiliary Enterprises

Leadership and Need Scholarship Program

Learning Center

Library

Physical Plant

Summer Session

Student Loans

No women hold the rank of Professor on the Parkside campus. They are represented in the two divisions included in this study, but are not present in either the departments of Education - Physical Education or Social Science within the College of Science and Society.

Summary tables for the entire campus are included below and the appendix contains data for divisions and departments.



TABLE I

PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED BY WOMEN (BY TITLE)

Parkside Campus

University of Wisconsin

1969-70

Title	Percent Women are i Headcount	n Total Membership FTE
Professor	0%	0%
Associate Professor	20.6%	20.6%
Assistant Professor	5.5%	5.5%
Instructor	18.3%	18.3%
Professional, Scientific & Specialist	60.0%	60.0%
*Lecturer	50.0%	50.0%
Total	13.6%	13.6%

^{*} Locturers have been culled from the Professional, Scientific, and Specialist category.

TABLE II

NUMBER OF WOMEN (BY TITLE)

Parkside Campus

University of Wisconsin

1969-70

	Number of	Women
Title	Headcount	FTE
Professor	0	0
Associate Professor	2.00	2.00
Assistant Professor	2.00	2.00
Instructor	3.00	3.00
Professional, Scientific, & Specialist	3.00	3.00
*Lecturer	2.00	2.00
Total	10.00	10.00

^{*} See note at bottom of Table I.



TABLE III DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE) Parkside Campus University of Wisconsin

1969-70

Title	Dollar Differential
Associate Professor	-1388
Assistant Professor	- 448
Instructor	+ 185
Professional, Scientific, & Specialist	~ 717

In numbers, women are fairly uniformly distributed throughout the academic levels at positions in which they are employed. In percentages, however, there is no uniform pattern other than the large concentration of women in the Pro-fessional, Scientific, and Specialist category and the much smaller concentration of women in the higher academic positions. In the professorial ranks, as rank increases, dollar differential increases. The one level at which the dollar differential is favorable to women is the Instructor level.

A comparison with the Madison campus statistics will show that a larger percentage of women are employed at Parkside with the title of Associate Professor and that the Parkside percentage is greater than the national percentage cited on page seven, Table I of the report. At the levels of Professor, Assistant Professor, and Instructor, however, Parkside employs a percentage of women smaller than the levels shown in the Madison or national statistics.

APPENDLX A

Data for Parkside Complex
University of Wisconsin 1969-70

Campus Parkside

College or School School of Modern Industry

Department Engineering Science

Department Code 4-60-1200

			10121						
_		Dollar	TIG.		+1800				
MEDIAN		į,	ателал		12,300 +1800				
		, , , , , , , , , , , , , , , , , , ,	arpri		10.500				
			1		11,400				11,400
AVERAGE SALARY		Dollar	4		+1800				1
AVERAC		Tomo T			12,300				12,300 +1800
		M 4			10,500				10,500
		Total			2.00				2.00
•	F.T.E.	Female			1.00				1.00
ER		Male			1.00				1.00
NUMBER		Total			2.00			,	2.00
	Headcount	Female			1.00				1.00
	34	Male			7.00				1.00
RANK		• • •	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

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Full Text Provided by ERIC

Campus Parkerde

College or School College of Science and Society

Department Division Totals

Department Code 4-76

	ļ	al	<u>.</u>			l	ļ	}	1 I
		Total							
z		Dollar Dif.							
MEDIAN		Female			:				
		Male							
		Total	17,558	14,151	11,585	9,882		10,320	11,955
AVERAGE SALARY		Dollar Dif.		-1388	-1632	+ 185		- 717	-1436
AVERAG		Female		13,050	10,000	10,033		10,033	71.65 12,136 10,700 -1436
		Male	17,558	14,438	11,632	9,848		5.00 10,750	12,136
		Total	00.9	69.6	34.61	16.35		5.00	71.65
	F.T.E.	Female		2.00	1.00	3.00		3.00	9.00
SR.		Male	00*9	7.69	33,61	13,35		2.00	62.65
NUMBER	1	Total	00°9	69.6	34.61	16.35		5.00	71.65
	Headcount	Female		2.00	1.00	3.00		3.00	9.00
	H	Male	00.9	7.69	33.61	13.35		2.00	62.65
RANK		;	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. & Spec.	Total

*Lecturers 2.00 2.00 4.00 2.00 2.00 4.00

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Full Text Provided by ERIC

STATUS OF .. MEN STUDY

Campus Parkside

College or School College of Science and Society

Department Education - Physical Education

Department Code 4-76-20

NUMBER
Headcount
Male Female Total Male Female
3.25 3.25 3.25
.85 .85
4.10 4.10

ERIC WILLIAM TRANSPORTED TO THE PROPERTY OF TH

Campus Parkside

College or School College of Science and Society

Department Humanistic Studies

Department Code 4-76-40

RANK			NUMBER	3 R				AVERAGI	AVERAGE SALARY			MEDIAN		
	H	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Fema e	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	1.00		1.00	1.00	:	1.00	18,000			18.000	18,000			
Assoc. Prof.	3.00	1.00	4.00	3.00	1.00	4.00	14,267	12,5(0)	-1767	13,825	14,500	12,500 -2000	-2000	
Asst. Prof.	14.36		14.36	14.36		14.36	11,434			11,434	11,400			
Instr.	4.00	2.00	00.9	4.00	2.00	00.9	9,875	10,250	+ 375	10,000	009*6	10,250 + 650	+ 650	
Admin.														
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00		11,000		11,000		11,000		4-4
Total	22.36	4.00	26.36	22.36	4.00	26.36 11,827	1 '	11,000	- 827	11,703				

Campus Parkside

College or School College of Science and Society

Department Science

Department Code 4-76-60

		Total	4 C				Î	~5	
		Dollar Dif.		- 800	-2000	+ 100		-1950	
MEDIAN		Female		13,600 - 800	10,000 -2000	9,600 + 100		9,550	
		Male	17,500	14,400	12,000	9,500		11,500	
		Total	17,470	14,139	11,586	9,471		10,200	12,537
AVERAGE SALARY	•	Dollar Dif.	_	- 718	-1708	+ 180		-1950	-2501
AVERAGE		Fema1e		13,600	10,000	9,600		9,550	10,460
. , '		Male	17,470	14,318	11,708	9,420	·	11,500	12,961
		Total	5.00	00.4	14.00	3.50		3.00	29.50
	F.T.E.	Female		1.00	1.00	1.00		2.00	5.00
8 4		Male	5.00	3.00	13.00	2.50		1.00	24.50
NUMBER		Total	5.00	4.00	14.00	3,50		3.00	29.50
	Headcount	Female		1.00	1.00	1.00		2.00	5.00
	He	Male	5.00	3.00	13.00	2.50		1.00	24.50
RANK			Prof.	Assnc. Prof.	Asst. Prof.	Instr.	Admin.	*Prof. Sci. & Spec.	Total

*All lecturers.

Campus Parkside

College or School College of Science and Society

Department Social Science

Department Code 4-76-80

RANK			NUMBER	ER	! !			AVERAGE	AVERAGE SALARY			MEDIAN	P-S	
	щ	Headcount			F.T.E.								-	
·	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.										l .	1			
Assoc. Prof.	1.69		1.69	1.59		1.69	14,953			14,953	15,032			
Asst. Prof.	3.00	·	3.00	3.00		3.00	11,300			11,300	11,500	:		
Instr.	9.00		6.00	6.00		00.9	196,6			9,967	9,950		1	
Admin.														
*Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	10,000			10,000	10,000			
Total	11.69		11.69	11.69		11.69	11,032			11,032				

*All lecturers.

Campus Parkside	College or School Totals: Men and Women	Department	Department Code 4

	-				***************************************									
RANK			NUMBER	ER				AVEKAG	AVEKAGE SALARY			MEDIAN	N.	
	K	Headcount			F.T.E.									
	Ma1.e	Fema1e	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Z 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	6 6 6 6	Dollar	. E
Fror.	00.9		6.00	6.00		00.9	17,558			17,558		270000	• • • • • • • • • • • • • • • • • • • •	10121
Assoc. Prof.	7.69	2.00	69.6	7.69	2.00	9.69	14,438	13,050	-1388	14,151				
Asst. Prof.	34.61	2.00	36.61	34,61	2.00	36.61	11,598	11,150	- 448	11,573		;		
Instr.	13.35	3.00	16.35	13.35	3.00	16.35	9,848	10,033	+ 185	9,882				
Admin.														
*Prof. Sci. 6 Spec.	2.90	3.00	5.00	2.00	3.00	5.00	10,750	10,033	- 717	10,320				
[otal	63.65	10.00	73.65	63.65	10.00	73.65	12,110	10,860	-1250	11,940				

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*Lecturers 2.00

4.00

2.00

2.00

4.00

2.00

XV. CENTER SYSTEM

The following divisions are included with certain departments left out.

They are:

Departments

All of the Baraboo Sauk County Campus

Marathon County Campus

Marshfield-Wood County Campus

Rock County Campus

Sheboygan County Campus

Waukesha County Campus

except for the departments of

Administration

Athletics

Library

Student Affairs

on each campus, and

All of the Washington County Campus

except for the departments of

Administration

Library.

Excluded from the report were the service-oriented and special program divisions of

General Educational Administration

General Services

Leadership and Need Scholarship Program



Library

Student Loan Funds

Summer Session

Student Work-Study Programs

Women are employed in all divisions except for the one called Departments. There are no women holding the rank of Professor in the Center System, the Baraboo-Sauk County Campus has men but no women of professorial rank, and the Marathon County, Rock County and Waukesha County campuses have men but no women holding the Associate Professor rank.

The tables below summarize data for the entire Center System. An appendix contains campus by campus totals and percentages, but there are no data sheets for individual departments.

TABLE I

PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED

BY WOMEN (BY TITLE)

Center System

University of Wisconsin

1969~70

	Percent Women are i	n Total Membership
Title	Headcount	FTE
Professor	0%	0%
Associate Professor	6.2%	6.2%
Assistant Professor	21.3%	21.3%
Instructor	16.9%	17.1%
Professional, Scientific and Specialis	t 47.2%	44.3%
*Lecturer	47.8%	45.2%
Totals	19.6%	18.6%

^{*}Lecturers have been culled from the Professional, Scientific and Specialist categories.



TABLE II

NUMBER OF WOMEN (BY TITLE)

Center System

University of Wisconsin

1969-70

	Numbers of	Women
Title	Headcount	FTE
Professor	C	0
Associate Professor	1.00	1.00
Assistant Professor	12.00	12.00
Instructor	18.50	18.50
Professional, Scientific and Specialist	9.00	5.63
Lecturer	9.00	5.63
Total	40.50	37.13

*See note t Table I

TABLE III

DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)

Center System

University of Wisconsin

1969-70

Title	De11 D'66 1
	Dollar Differential
Associate Professor	+141
Assistant Professor	- 39
Instructor	-234
Professional, Scientific and Specialist	- 31



At the upper instructional levels, the numbers of women, though not the percentages, decrease as the level increases. On the other hand, dollar differential is most unfavorable at the Instructor level and most favorable at the Associate Professor rank (only one salary epresented, however, at this rank).

The Center System employs a smaller percentage of women as Professors,

Associate Professors, and Instructors than will be found in the Madison campus
and national statistics on page 15, Table X. At the rank of Assistant Professor,
on the other hand, the Center System percentage is higher than the Madison campus
and national percentages.

APPENDIX

Data for the Center System
University of Wisconsin 1969-70

	Campus		
	County		
Campus Center System	College or School Baraboo-Sauk County Campus	Division Totals	Division Code 8-15

RANK			NUMBER	ĸ			•	AVERAGE SALARY	SALARY			MEDIAN		
	He	Headcount			F.T.E.		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		~~~					
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female		Total
Prof.	.25		.25	.25		.25	15,900			15,900	15,900			
Assoc. Prof.	1.84		1.84	1.84	-	1.84	14,490			14,490	12,273		رياً.	
Asst. Prof.	1.00		1.00	1.00		1.00	10,900			10,900	10,900	-		
Instr.	5.16	1.33	67.9	5.16	1.33	67*9	960*6	9,127	+ 31	9,107	9,000	8,866	3%	
Ačmin.						•								
Prof. Sci. & Spec.	4.00	3.00	7.00	2.08	1.46	3.54	9,038	8,662	- 376	8,383	8,900	8,788		A 4
Total	12.25	4.33	16.58	10.33	2.79	13.12	10,385	8,894	-1,491	10,068				
					!	•.								

*All Lecturers

1

Campus Center System	College or School Marathon County Campus	Division Totals	Division Code 8-28

			NUMBER	8				AVERAGE	AVERAGE SALARY			MEDIAN	<i>ن</i> د	
	H	Headcount			F.T.E.	-								
ž	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dif.	Tota
	1.00		1.00	1.00		1.00	16,000			16,000	16,000			5
<u> </u>	5.91		5.91	5.91	·	5.91	12,756			12,756	12,628			1
	9.50	2.00	11.50	9.50	2.00	11.50	11,302	11,112	-190	11,269	11,157	11,112	45	
	11.34	2.00	13.34	11.34	2.00	13.34	9,215	8,988	-227	9,181	9,191	8,988		
									·					
	1.25	1.00	2.25	.50	.67	1.17	8,900	9,103	+203	9,016	8,901	9,103	+20	
``-	29.00	5.00	34.00	28.25	4.67	32.92	32.92 10,895	9,914	-981	10,755				

.92

.67

.25

1.00 2.00

*Lecturers 1.00



Campus Center System

College or School Marshfield - Wood County Campaign

Division Totals

Division Code 8-32

	-												***************************************	
RANK			NUMBER	SR				AVERAGE	AVERAGE SALARY			MEDIAN	Z.	
	H	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	, a	Female	Dollar Dif.	Total	M G	ਜ ਰ ਹ	Dollar	ត ១. ជ
. 354														
Assoc. Prof.			·											
Asst. Prof.	1.42	1.00	2.42	1 42	1.00	2.42	11,809	11,066	-743	11,502	11,888	11,066	-822	
Instr.	12.66	1.00	13.66	1. 66	1.00	13.66	9,213	9,200	- 13	9,212	9,124	1	+ 76	
Admin.												1		
*Prof. Sci. & Spec.	.,	1.00	1.00	11.	.50	.50		.9,020		9,020		9,020		Mala
Toral	14.08	3.00	17.08	14.08	2.50	16.58	9,477	9,910	+433	9,542				į.

*All Lecturers

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Campus Center System
College or School Rock County Campus
Division Totals
Division Code 8-35

				ĭ		7					İ	A-4		
	×		Dollar	Dif.				+218	-470				-387	
•	MEDIAN			Female				10,218	8,700				2,500	
			-	Male	15,545	12,000		70,000	0,170			10 203	707607	
				Total	15,545	12,000		40,169	9,129			10 155		9,738
	AVERAGE SALARY		Dollar	Dit.			1.00 T.00 T.00 T.00 T.00 T.00 T.00 T.00	74.03	- 46			-382		- 18
	AVERAG		ļ.	remare			10.269	70260=	060,6			9,900		9,724
			, , , , , , , , , , , , , , , , , , ,	15 545	25.5	12,000	10,110) 1	9,136		-	10,282		9,742
				10191		2.00	8.00	- 1	16.25			1.50		27.96
		I T.E.	o Lemon				3.00		2.67			50		6.1
	ER		Male	,21		2.00	5.00		13.58			1.00		21.79
	NUMBER		Total	.21		2.00	3.00		17.00			2.00		29.21
		Headcount	Female				2.00		2.67			1.00		6.67
		<u>ш</u>	Male	.21		2.00	5.00		14.33		·	1,00		22.54
	RANK	•		. Frof.	Assoc.	Prof.	P 10 5	Instr.		Aċmin.	*Prof. Sci. & Spec.	1040	78104	

*All Lecturers

RIC Text Provided by ERIC

Campus Center System

College or School Sheboygan County Campus

Division Totals

Division Code 8-37

												•		
RANK			NUMBER	3R				AVERAGE	AVERAGE SALARY			MEDIAN	×	
•	H	Headcount	·		F.T.E.									
	Male	Female	Total	Ma1e	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	10 TO
356					,									
Frof.	1.00	1.00	2.00	1.00	1.00	2.00	14,000	13,535	- 465	27,535	14,000	13,535	-465	
Asst. Prof.	00.9	1.00	7.00	00.9	1.00	7.00	10,929	11,500	+ 571	11,010	10,532	11,500	896+	
Instr.	13.42	1.00	14.42	13.42	1.00	14. 2	9,226	8,492	- 734	9,175	8,904	8,432	-412	
Admin.														
*Prof. Sci. & Spec.	1.00		1.00	79.		.67	8,358			8,358	8,358			A-5
Total	21.42	3.00	24.42	21.09	3.00	24.09	9,910	11,176	11,176 +1,266	10,068				



Campus Center System
College or School Washington County Campus
Division Totals
Division Code 8-38

Headcount Total Male Female Total Male Female Diff. Total Male Female Diff. Male Female Diff. Total Male Female Diff. Total Male Female Diff. 3.00 1.00 4.00 1.00 1.00 1.00 1.00 10,212 12,720 42,508 10,839 10,201 12,720 42,519 16.50 1.00 17.50 16.50 1.00 17.50 9,465 8,500 90.5 9,410 9,300 8,500 900 20.50 2.00 22.50 20.50 2.00 22.50 9,612 10,610 4998 9,701	RANK			NUMBER	# H			· ·	AVERAGE	AVERAGE SALARY			KEDIAN	Pro-	
Male Female Total Male Female Total Male Female Dollar Total Dollar D		H.	eadcount			F.T.E.	-								
3.00 1.00 4.00 3.00 1.00 4.00 10,212 12,720 +2,508 10,839 10,201 12,720 16,50 1.00 17.50 9,465 8,500 -965 9,410 9,400 8,500 Sct. 5ct.		Male	Female	Total		Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Totel
3.00 1.00 4.30 3.00 1.00 4.00 10,212 12,720 +2,508 10,839 10,201 12,720 16,50 1.00 17,50 16,50 1.00 17,50 9,465 8,500 -9.55 9,410 9,400 8,500 5c1. c Sc1. c 1.00 1.00 1.00 1.00 1.00 1.00 10,266 10,266 10,266 10,266 20,50 2	rof.				-							,			
1.00 4.00 1.00 4.00 10,212 12,720 +2,508 10,839 10,201 12,720 1.00 17.50 1.00 17.50 9,465 8,500 -965 9,400 8,500 1.00 17.50 17.50 9,465 8,500 -965 9,410 9,400 8,500 1.00 1.00 1.00 10,266	Assoc. Prof.					·									
16.50 1.00 17.50 1.00 17.50 9,465 8,500 -965 9,410 9,400 8,500 1.00 1.00 1.00 1.00 1.00 1.00 1.00 10,266	sst. rof.	.3.00	1.00	4.30	3.00	1.00	4.00	10,212	12,720	+2,508	10,839	10,201	ı	+2,519	
20.50 2.00 22.50 20.50 2.00 22.50 9,612 10,610 +998 9,701	nstr.	16.50	1.00	17.50	16.50	1.00	17.50	9,465	8,500	-965	9,410	9,400	8,500	-900	
1.00 1.00 1.00 1.00 10,266 10,266 20.50 2.050 22.50 9,612 10,610 +998 9,701	dain.														
20.50 2.00 22.50 20.50 2.00 22.50 9,612 10,610 +998	rof. Sci.	1.00		1.00	1.00		1.00	10,266	·		10,266	10,266			A6
	lotal	20.50	2.00		20.50	2.00	22.50	9,612	10,610	+998	9,701				

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*All Lecturers

Campus Center System
College or School Waukesha County Campus
Division Totals
Division Code 8-39

Headcount Fr.T.E. Headcount	RANK			NUMBER	æ			·	AVERAGE SALARY	SALARY			MEDIAN	,	
Headcount Female Total Male Female Total Male I 3.00 3.00 3.00 3.00 3.00 3.00 3.00 3.									_			_			
Male Female Total Male Female Total Male Female Total Male Female Total Male Female Total Male Female Foral Male Female Foral Male Foral Foral Male Foral F		He	adcount			F.T.E.	-			1				Dollar	
3.00 3.00 3.00 13,587 17.86 4.00 21.86 17.86 4.00 21.86 10,756 17.20 9.50 26.70 16.58 9.50 26.08 9,211 Sci. 1.25 3.00 4.25 1.25 2.50 3.75 10,798	J		Female	Total		Female	Total		Female	Dif.	Total	Male	Female	Dif.	Total
3.00 3.00 3.00 3.00 13,587 17.86 4.00 21.86 17.86 4.00 21.86 10,756 17.20 9.50 26.70 16.58 9.50 26.08 9,211 Sci. 1.25 3.00 4.25 1.25 2.50 3.75 10,798															
17.86 4.00 21.86 17.86 4.00 21.86 10,756 17.20 9.50 26.70 16.58 9.50 26.08 9,211 1.25 3.00 4.25 1.25 2.50 3.75 10,798		3.00		3.00	3.00	·	l.	13,587			13,587	14,000			
17.20 9.50 26.70 16.58 9.50 26.08 9,211 1.25 3.00 4.25 1.25 2.50 3.75 10,798		7.86	4.00	21.86	17.86	4.00	l .	10,756	10,363	-393	10,684	10,831	10,358	-473	
1.25 3.00 4.25 1.25 2.50 3.75 10,798		,.20	9.50	26.70	16.58		26.08	9,211	9,063	-148	9,157	9,056	8,958	- 98	
1.25 3.00 4.25 1.25 2.50 3.75 10,798														•	
		1.25	3.00	4.25	1.25			10,798	1.0,870	+ 72	10,845	11,229	10,775	-454	A-7
39.31 16.50 55.81 38.69 16.00 54.69 10,314	Total	9.31	16.50	55.81	38.69	16.00		10,314	9,670	-644	10,126				



Campus Center System

College or School Departments

Division Totals

Division Code 8-44

RANK			NUMBER	ER.				AVERAGE SALARY	SALARY			MEDIAN	y	
	H	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
	4.38		4.38	4.38		4.38	16,390			16,390	16,875			
Assoc. Prof.	1.38		1.38	1,38	·	1.38	15,738			15,738	15,464			
Asst. Prof.	.64	·	79.	79 °		79 °	12,661			12,661	12,659	÷		
Instr.	.30		.30	.30		. 30	9,500	.,		9,500	9,500			
Admin.														
* Prof. Sci. & Spec.	.58		.58	.58		.58	11,945	·		11,945	11,945			
Total	7.28		7.28	7.28		7.28	15,301		·	15,301				



The second secon

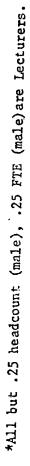
Campus Center System

College or School Totals

Division Totals

Division Code

RANK			NUMBER	ER.				AVERAG	AVERAGE SALARY			MEDIAN		
	H	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Z Z	7 0 E 0 E 0 E 0 E 0 E 0 E 0 E 0 E 0 E 0	Dollar	£-		ŗ	Dollar	,
: 045	5.84		5.84	5.84		5.84	16 272		777	10.61	nare	renale	Dif.	Total
Assoc. Prof.	15.13	1.00	16.13	15.13	1.00	16.13	13 30%	2. 1.00 1.00 1.00	117.1	12,72				
Asst. Prof.	44.42	12.00	56.42	44.42	12.00	56.42	10 853	10 81/	757	13,402		:		
Instr.						:		+10,01		10,044				
£ 1-1-2-4	90.91	18.50	109.41	89.54	18.50	108.04	9,244	9,010	-234	9,204				
άProf. Sci. & Spec.	10.08	3.00	19.08	7.08	5.63	12.71	9,868	.9,837	- 31	9,854				
Total	166.38	40.50	206.88	162.01	37.13	199.14	10,353	9,840	-513	10,258				





XVI. UNIVERSITY EXTENSION

Included in this report were the following divisions:

Liberal and Professional Education

Human Resource Development

Economic and Environmental Development

Educational Communications - Department of Agricultural Journalism Community Programs

The appendix has data sheets for each division, but none for departments except in the case of Agricultural Journalism.

Excluded from the report were the divisions below, concerned primarily with services and special programs:

General Educational Administration

Staff Training and Development

All of Educational Communications except the Department of Agricultural Journalism

Administrative Services

Educational Communications Division.

No women hold the title of Administration in the divisions included in this report. Otherwise, they are represented at all levels in all divisions with the exceptions of Professor, Associate Professor, and Instructor in Economic and Environmental Development and Professor in Community Programs. In the case of the Department of Agricultural Journalism, included in this report to allow for comparison with the parallel department in the Madison campus College of Agricultural, and Life Sciences the only woman employed is a .74 (headcount and F.T.E.) Professor.



PERCENT OF TOTAL CAMPUS MEMBERSHIP REPRESENTED BY

WOMEN (BY TITLE)

University Extension University of Wisconsin

1969-70

Title	Percent Women are Headcount	in Total Membership FTE
Professor	6.9	7.1
Associate Professor	14.4	14.8
Assistant Professor	16.5	17.0
Instructor	38.7	38.0
Administration	0	0
Professional, Scientific & Specialist	44.1	40.1
*Lecturer	38.3	34.1
TOTAL	24.4	23.1

Lecturers are culled from the Professional, Scientific and Specialist category.

TABLE II NUMBER OF WOMEN (BY TITLE) University Extension University of Wisconsin 1969-70

Title	Numbers Headcount	of Women FTE
Professor	5.36	5.36
Associate Professor	14.04	12.56
Assistant Professor	32.00	26.73
Instructor.	42.00	29.52
dministration	0	0
Professional, Scientific & Specialist	55.25	43.45
*Lecturer	3.00	2.00
TOTAL	148.65	117.62

TABLE III

DOLLAR DIFFERENTIAL OF WOMEN FACULTY (BY TITLE)

University Extension

University of Wisconsin

1969-70

Title	Dollar Differential
Professor	~513
Associate Professor	-519
Assistant Professor	-1075
Instructor	~948
Professional, Scientific & Specialist	-3311 .

Both numb ar percentages of women decrease as the academic level becomes higher. On the other hand, though dollar differential is most unfavorable to women at the Processional, Scientific, and Specialist level, there is no consistent pattern of dollar difference in the instructional categories. In general, the dollar difference, unfavorable to women at all levels, is roughly twice as much for Assistant Professors and Instructors as it is for Professors and Associate Professors.

Compared to the Madison campus and national statistics recorded on page seven, Table I, University Extension shows a higher percentage of women at each of the professorial ranks. The percentage of women at the Instructor level is higher than the national figure but lower than the Madison campus figure.

a F ENDIX A

Data for University Extension
University of Wisconsin 1969-70

STATUS CAOMEN STUDY

Campus University Extension

College or School Liberal & Professional Education

Department Division Totals

Department Code 9-21

		Total								
×		Dollar Dif.		+1127	+1098	- 410			-2151	
MEDIAN		Female		18,409	14,277	11,045	8,858		9,475	
		Male		17 282	13,179	11,455		18,052	11,626	
		Total		17 70	13,605	12,175	8,858	18,394	11,578	13,660
AVERAGE SALARY		Dollar Dif.		+ 634	+ 480	-1200			-2456	-2888
AVERAG		Female		18,409	14,002	11,045	8,858		9,777	11,211
		Male		17,775	13,522	12,245		18,394	12,233	14,099
		Total		17.89	15.44	16.95	1.00	1.75	24.72	77.75
	F.T.E.	Female		.68	2.55	1.00	1.00		09.9	11.83
ER		Male		17.21	12.89	15.95		1.75	18.12	65.92
NUMBER		Total	,	18.39	15.54	17.12	1.00	1.75	26.79	80.59
	Headcount	Female		.68	2.55	1.00	1.00		7.60	12.83
	Щ	Male		17.71	12.99	16.12		1.75	19.19	67.76
RANK		363	Prof.		Assoc. Prof.	Asst. Prof.	Instr.	Admin.	Prof. Sci. * & Spec.	Total

Campus University Extension

College or School Luman Resource Development

Department Division Totals

Department Code 9-22

		-													,
	RANK	`		NUMBER	3ER				AVERAG	AVERAGE SALARY			MEDIAN	P-7	
•		14	Headcount			F.T.E.									
366		Male	Female	Total	Male	Female	Total	Male Male	Female	Dollar Dif.		2.0%	Tomo 1	Dollar	Ė
5 ,	Prof.	10.40	3.94	14.34	9.79	3.94	13.73	18,138	16,284	-1854	17,613	17,591	15.930	-1661	lotal
	Assoc. Prof.	9.52	5.84	15.36	9.52	5.84	15.36	13,925	12,412	-1513	13,346	13,668	12,490	-1178	
•	Asst. Prof.	11.00	7.84	18.84	11.00	7.84	18.84	11,898	10,973.	- 925	11,509	12,048	10.024	-2024	
•	Instr.		2.00	2.00		1.67	1.67		9,382		9.382		9 206	- 	
	Admin.	1,13		1.13	1.12		,						2,22		
*	*Prof. Sci. & Spec.	17.55	14.00	31.55	17.10	12.16	29.26	21,50b 11,528	9,481	-2047	27.706	20 866	9,758	-2106	
• =	Total	49.60	33.62	83.22	48.53	31.45	79.98	13,645	11,244	-2401	12.701				
*	* Lecturers	2.33	3.00	5.33	2.33	2.50	4.83			_			_	-	

4.83

Campus University Extension

College or School Economic & Environme College or School Economic

Department Division Totals

Department Code 9-23

1															
2	RANK			NUMBER	ER				AVERAGI	AVERAGE SALARY		·	MEDIAN	7.	
		æ	Headcount		·	F.T.E.									
3		Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Tota1	Male	Female	Dollar Dif.	Total
Frof. 67	rof.	35.75		35.75	35.75		35.75	16,570			16,570	16,855			
Pr.	Assoc. Prof.	26.98		26.98	26.98		26.98	13,131			13,131	12,649			
As Pr	Asst. Prof.	28.05	1.66	29.71	27.95	1.66	29.61	11,369	9,284	-2085	11,253	11,209	9,021	-2188	
lī.	Instr.	00.9		6.00	5.90		5.90	9,563			9,563	9,842		1	
Ad	Admin.	1.00		1.00	1.00		1.00	20,160		13	20,150	20,160	:		
# ₩	Prof. Sci. & Spec.	2	4.50	28.31	23.06	3.87	26.93	11,070	6,712	-4358	10,444	10,882	6,177	-4,705	
유 	Total	121.59	6.16	127.75	120.64	5.53	126.17	13,231	7,478	-5753	12,980				
*Le	*Lecturer	.17		.17	.17		.17								

ERIC Full Text Provided by ERIC

Campus University Extension	College or School Educational Communications	Department Agricultural Journalism	Department Code 9-25-1400
Campu	Colle	Depar	Depar

RANK			NUMBER	SS SS				AVERAGE	AVERAGE SALARY			MEDIAN	_	
	H	Headcount			F.T.E.		·						<u>, </u>	
368	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Female	Dollar Dif.	Total
Prof.	2.22	.74	2.96	2.22	.74	2.96	15,331	15,022	- 309	15,254	15,431	15,022	- 409	
Assoc. Prof.	.33		.33	.33		.33	12,027			12,027	12,027			
Asst. Prof.	2.74	·	2.74	2.74		2.74	10,878			10,878	10,800			
Instr.	79.		79.	.36	·	.36	7,451			7,451	7,451			
Admin.														
*Prof. Sci. & Spec.	04.		.40	.40		.40	10,718			10,718	10,718			
Total	6.33	.74	7.07	6.05	.74	6.79	6.79 12,360 15,022		+2662	12,650				
									,					

All lecturer

Campus University Extension

College or School Community Programs

Department Totals

Department Code 9-26

•			NUMBER	ER				AVERAGE	AVERAGE SALARY			MEDIAN		
	#	Headcount			F.T.E.									
	Male	Female	Total	Male	Female	Total	Male	Female	Dollar Dif.	Total	Male	Femaie	Dollar Dif.	Total
	6.00		6.00	4.76		4.76	14,149			14,149	13,956			
	33.71	5.65	39.36	22.73	4.17	26.90	11,387	10,892	- 495	11,319	10,767	11,757	066 +	
	104.31	21.50 125.81	25.81	72.41	16.23	88.64	9,719	8,748	- 971	9,544	9,448	8,578	- 870	
Instr.	90.09	39.00	99.00	41.99	26.85	68.84	8,155	7,194	- 961	7,776	8,108	7,102	-1006	
	2.02		2.02	2.02		2.02	15,646		·	15,646	15,055			
Prof. Sci. & Spec.	9.00	29.15	38.15	6.47	20.82	27.29	7,763	6,536	-1227	6,827	6,656	6,464	- 192	
	215.04	95.30 310.34	i	50.38	68.07	218.45	9,671	7,592	-2079	9,023				

ERIC.

		1				Total								
					Tio.1 19#	Dif.								
sion		Women	·	MEDIAN		Female		:						
y Exten		Men and Women	6	ļ		Male								
University Extension	School	Totals:	ode			Total	16,847	12,673	10,410	7,962	18,358	9,858	11,337	
	College or Sc	Department T	Department Code	SALARY	: !	Dollar Dif.	- 513	- 519	-1075	- 948		-3311	-3074	,
Campus	Colle	Depar	Depar	AVERAGE SALARY		Female	16,371	12,230	9,518	7,374		7,871	8,974	Ţ
						Male	16,884	12,749	10,593	8,322	18,358	11,182	12,048	
						Total	75.09	85.01	156.78	77.77	5.89	108.60	509.14	
					F.T.E.	Female	5.36	12.56	26.73	29.52		43.45	.117.62	
				es.		Male	69.73	72.45	130.05	48.25	5.89	65.15	391.52	
				NUMBER		Total	77.44	97.57	194.22	108.64	5.90	55.25 125.20	148.65 608.97	
					Headcount	Female	5.36	14.04	32.00	42.00		55.25	148.65	
	•.				He	Male	72.08	83.53	162.22	66.64	5.90	69.95	460.32	
				RANK		3	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	dmin.	*Prof. Sci. & Spec.	Total	
					· .		70						•	

7.34

2.50

3.00 7.84 4.84

4.84

*Lecturer

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XVII

MEDICAL CENTER

THE UNIVERSITY OF WISCONSIN: 1969-70

The Medical Center of the University of Wisconsin is comprised of seven divisions: Administration, University Hospitals, State Hygiene Laboratory, Medical School, School of Nursing, Psychiatric Institute, and the University Health Services. Except for the School of Nursing, which was included in the University-wide report on the Status of Women, each division will be viewed independently in the above order. Larger divisions contain several departments and the latter may contain subdepartments. Subdepartment data sheets are followed by the department totals and division totals follow the department data sheets in the Appendix of each division.

A word should be said about the special classification of Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, and Clinical Instructor. Persons with these classifications are included in the data for the respective rank as they are occasionally the entire staff in a particular department or a large portion of it. However, they somewhat mar the data because of their peculiar relationship with the various divisions of the Medical Center. They are not on the tenure track and are usually fractional appointments engaged in teaching, research, or service. Some receive just token salaries as their primary income is from a source other than the University. Others receive salaries that are competitive for the particular skill. For this reason, salary information has been excluded from the data as there is no basis for valid comparisons. Included in the data sheets is information on headcount and FTE employees by rank and sex. Notations have been made on the individual data sheets regarding the presence of staff with the title "Clinical" preceding their rank.



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MEDICAL CENTER ADMINISTRATION

There is only one woman with academic status in this division. She represents 9% of the academic staff as a half-time employee.

APPENDIX A

Raw Data for the Medical Center - Administration

Madison Campus, University of Wisconsin 1969-70

Campus Mad	ison - Medical Center
Division	
Department	Administration
Sub-Departme	nt
Code Number_	2-50

TITLE			NUME	BER		
		Headcount	•		F.T.E.	
	Male	Female	Total	Male	Female	Total
Prof.			•			10002
Assoc. Prof.		 		,		
Asst. Prof.						
Instr.		 			 	
Admin.						
Prof. Sci. & Spec.	5.05	.50	5.55	5.05	.50	5.55
Total .	5.05	.50	5.55	5.05	.50	5.55

MEDICAL CENTER

UNIVERSITY HOSPITALS

Madison: 1969-70

A total of 25 departments are represented in this division. Four show only male academic staff (Code numbers 2-51-0200, 2-51-3300, 2-51-6400 and 2-51-9300) and seven departments show only female academic staff (Code numbers 2-51-0300, 2-51-24, 2-51-49, 2-51-56, 2-51-6100, 2-51-8500, and 2-51-94). The remaining departments show women and men represented at some level.

A view of the composition of University Hospitals follows:

TABLE I

THE ACADEMIC COMPOSITION OF THE MEDICAL CENTER - UNIVERSITY HOSPITA

BY RANK AND SEX

Madison: 1969-70

Rank	Hea	dcount				F	re	
	Male_	Female	Total	% Women	Male	Fema le	Total	% Women
Professor	1.04	.22	1.26	17.5%	1.04	.22	1.26	17.5%
Associate Professor	2.84	1.00	3.84	26.0%	2.48	1.00	3.48	28.7%
Assistant Professor	2.53	3.58	6.11	58.6%	2.53	3.58	6.11	58.6%
Instructor	.76	1.00	1.76	56.8%	.76	1.00	1.76	56.8%
Professional Scientific						•		22.00
& Special.	271.81	71.90	343.71	20.9%	258.96	65.49	324.45	20.2%
Total	278.98	77.70	356.68	21.8%	265.77	71.29	337.06	21.2%

While the sample of staff in the titles of Professor through

Instructor is quite small for both men and women it is significant to

note that the percentages of women at each level generally decreases as

the levels increase.

The statistics for the Professional, Scientific and Specialist category are greatly affected by the fact that Interns and Residents are included. A glance at the Department of Medical Education shows that there are 224 (headcount) male Interns or residents and 20 (headcount) female Interns or Residents. If the Department of Medical Education was excluded, the percentage of women in the Professional, Scientific, and Specialist category would be raise to 52% rather than 20.9% (headcount).

APPENDIX A

Raw Data for the Medical Center - University Hospitals

Madison Campus, University of Wisconsin 1969-70

Campus Madiso	on - Medical Center
Division. Univer	sity Hospitals
. Department	Administration
Sub-Department	
Code Number	2-51-0200

TITLE	NUMBER							
		Zeadcount			F.T. Z.			
*****	Male	Female	Total	Male	Female	Total		
Prof.			•					
Assoc. Prof.				·				
Asst. Prof.				·				
Instr.								
Admin.	-				•			
Prof. Sci. & Spec.	5.00		5.00	3.55		3.55		
Total	5.00		5.00	3.55	,	3.55		

Campus Madisc	on - Medical Center
Divisian Univer	sity Hospitals
Department_	Admissions -Bed Contro
Sub-De artment_	
Code N_ mer	2~51~0300

TITLE		NUMBER				
	Н	eadcount	•	F T.E.		
	Male	Female	Total	Male .	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.				-		
Instr.				_		,
Admin.					•	
Prof. Sci. & Spec.		2.00	2.00		2.00	2.00
Total	·	2.00	2.00		2.00	2.00

Campus Madiso	on - Medical Center
Division Univer	sity Hospitals
Department	Fiscal Affairs
Sub-Department	2-51-08
Code Number_	

TITLE	• NUMBER						
	Headcount			F.T.E.			
	Male	Female	Total	Male	Female	Total	
P-of.			•				
Assoc. Prof.					•		
Asst. Prof.							
Instr.			•			•	
Admin.					•		
Prof. Sci. & Spec.	4.00	3.00	7 . 00	4.00	3.00	7.00	
Total	4.00	3.00	7.00	4.00	3.00	7.00	

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Campus Madiso	on - Medical Center
Division Univer	sity Hospitals
. Department	Central Services
Sub-Department_	
Code Number	2-51-12

TITLE	NUMBER							
	1	Headcount .			F.T.E.			
	Male	Female	Total	Male	Female	Total		
Prof.								
Assoc. Prof.								
Asst. Prof.	.79		.79	.79		.79		
Instr.								
Admin.								
Prof. Sci.				<u> </u>		<u></u>		
& Spec.	19.55	4.00	23.55	19.55	4.00	23.55		
Total	20.34	4.00	24.34	20.34	4.00	24.34		

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Clinical Laboratories
Sub-Department_	Administration
Code Number	2-51-1502

TITLE.	NUMBER						
•	B	leadcount	•		F.T.E.	•	
	Male	Female	Total	Male	Female	Total	
Prof.	.79		79	.79		.79	
Assoc. Prof.							
Asst. Prof.							
Instr.						•	
Admin.							
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00	
Total	1.79		1.79	1.79	· · ·	1.79	

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Clinical Laboratories
Sub-Department_	Bio. and Res.
Code Number	2-51-1504

TITLE	NUMBER					
0	H	eadcount		F.T.E.		
	Male	Female	Total	Male .	Female	Total
Prof.						
Assoc. Prof.	.49		.49	.49		.49
Asst. Prof.						
Instr.	511					
Admin.						.•
Prof. Sci. & Spec.			•			•
Total	.49		.49		1	.49

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Clinical Laboratories
Sub-Department_	Chem Auto.
Code Number	2-51-1514

TITLE	NUMBER						
•	1	Headcount .			F.T.E.		
	Male	Female	Total	Male	Female	Total	
Prof.		·					
Assoc. Prof.							
Asst. Prof.		.82	.82		.82	.82	
Instr.					·	•	
Admin.							
Prof. Sci. & Spec.						•	
Total		.82	. 82	-	. 82	.82	

Campus Madiso	n - Medical Center
Division Univers	sity Hospitals
Department	Clinical Laboratories
Sub-Department_	Chem Manl.
Code Number	2-51-1515

TITLE	NUMBER					
	1	leadcount			·	
	Male	Female	Total	Male .	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.	.83		.83	.83		.83
Instr.						·
Admin.				Ç		
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.83		1.83	1.83		1.83

Campus Madisc	n - Medical Center
Maston Univer	sity Hospitals
Department	Clinical Laboratories
Sub-Department_	Spec. Chem.
Code Number	2-51-1517

TITLE.		NUMBER				
	1	leadcount	•	F.T.E.		
	Male	Female	Total	Male.	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.	.91		.91	.91		.91
Instr.						
Admin.						
Prof. Sci. & Spec.			,			
Total	.91		.91	.91		.91

Campus Madiso	n - Medical Center
Division Univers	sity Hospitals
Department_	Clinical Laboratories
Sub-Department_	Immun. Hema
Code Number	2-51-1562

TITLE	NUMBER							
	Headcount ·				F.T.E.			
	Male	Female	Total	Male	Female	Total		
Prof.								
Assoc. Prof.	.85		.85	.49		.49		
Asst. Prof.					·			
Instr.								
Admin.								
Prof. Sci. & Spec.								
Total	.85		.85	.49		.49		

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Clinical Laboratories
Sub-Department_	Transfus S
Code Number	2-51-1566

TITLE _.	· NUMBER					
	F	leadcount	·	F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.		•				
Assoc. Prof.					•	
Asst. Prof.		.76	.76	·	.76	.76
Instr.					.•	٠
Admin.					·	-
Prof. Sci.	;		•			
Total		.76	.76		.76	.76

Campus Madiso	on - Medical Center				
Division University Hospitals					
Department	Clinical Laboratories				
Sub-Department_	HematCent.				
Code Number	2-51-1593				

TITLE.		NUMBER				
•	H	leadcount		F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	.50		.50	.50	:	.50
Asst. Prof.						
Instr.						·
Admin.			-		•	
Prof. Sci. & Spec.	;	1.00	i.00		1.00	1.00
Total	.50	1.00	1.50	.50	1.00	1.50

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Clinical Laboratories
Sub-Department_	HematRnot.
Code Number	2-51-1595

TITLE	NUMBER					
	н	eadcount	•	F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.				<u>.</u>		
Instr.						-
Admin.						
Prof. Sci. & Spec.	·	.16	.16		.16	.16
Total	,	.16	.16		.16	.16

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Ciinical Laboratories
Sub-Department_	
Code Number	2-51-15

TITLE	NUMBER					
•	1	leadcount		F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	و79 ء		. 79	. 79		. 7 9
Assoc. Prof.	1.84		1.84	1.48		1.48
Asst. Prof.	1.74	1.58	3.32	1.74	1.58	3.32
Instr.						
Admin.					·	
Prof. Sci. & Spec.	2.00	1.16	3.16	2.00	1.16	3.16
Total	6.37	2.74	9.11	6.01	2.74	8.75

Campus Madiso	n - Medical Center			
Division_University Hospitals				
Department_	Clinical Offices			
Sub-Department_	Pediatrics			
Code Number	2-51-1663			

TITLE.	NUMBER						
	1	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total	
Prof.			•				
Assoc. Prof.							
Asst. Prof.							
Instr.							
Admin.							
Prof. Sci. & Spec.	1.00		1.00	1.00	·	1.00	
Total	1.00		1.00	1.00		1.00	

Campus Madiso	n - Medical Center				
Division University Hospitals					
Department	Clinical Offices				
Sub-Department_	Surgery				
Code Number	2-51-1681				

TITLE	NUMBER						
	Н	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.							
Asst. Prof.							
Instr.							
Admin.				 ,			
Prof. Sci. & Spec.	:	1.00	1.00		1.00	1.00	
Total		1.00	1.00		1.00	1.00	

Campus Madisc	n - Medical Center
Division Univer	sity Hospitals
Department	Clinical Offices
Sub-Department_	
Code Number	2-51-16

TITLE		NUMBER					
	H	leadcount	r.T.E.			•	
-	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.					•		
Asst. Prof.							
Instr.							
Admin.							
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00	
Total	1.00	1.00	2.00	1.00	1.00	2.00	

Campus Madiso	n - Medical Center			
Division University Hospitals				
Department	Clinics			
Sub-Department_	Administration			
Code Number	2-51-1702			

TITLE	NUMBER							
•	Headcount .			F.T.E.				
	Male	Female	Total	Male	Female	Total		
Prof.								
Assoc. Prof.								
Asst. Prof.		·						
Instr.								
Admin.					·			
Prof. Sci. & Spec.	:	1.00	i.00		1.00	1.00		
Total		1.00	1.00	•	1.00	1.00		

Campus Madiso	n - Medical Center				
Division Univer	sity Hospitals				
Department	Clinics				
Sub-Department_	Arte. Kidney				
Code Number_	2-51-1708				

TITLE		NUMBER							
0	1	Headcount .			F.T.E.				
**	Male	Female	Total	Male	Female	Totai			
Prof.			•						
Assoc. Prof.					:				
Asst. Prof.									
Instr.									
Admin.									
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00			
Total	1.00	1.00	2.00	1.00	1.00	2.00			

Campus Madiso	on - Medical Center				
Division Univer	sity Hospitals				
Department_	Chinics				
Sub-Department	Eye				
Code Number_	2-51-1732				

TITLE	NUMBER						
	1	leadcount		F.T.E.			
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.			,		:		
Asst. Prof.							
Instr.							
Admin.							
Prof. Sci. & Spec.		1.00	1.00		.20	.20	
Total		1.00	1.00	•	.20	.20	

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
•	
Department	Clinics
Sub-Department_	UFHS
Code Number	2-51-1772

TITLE	NUMBER						
E .	н	eadcount	•	·	F.T.E.		
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.	·						
Asst. Prof.							
Instr.							
Admin.							
Prof. Sci. & Spec.		.51	.51		.51	.51	
Total		.51	.51	•	.51	.51	

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Clinics
Sub-Department_	Cont. Nursing
Code Number_	2-51-1790

TITLE	NUMBER						
	H	leadcount			F.T.E.	•	
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Frof.							
Asst. Prof.							
Instr.							
Admin.							
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00	
Total	1.00	1.00	2.00	1.00	1.00	2.00	

Campus	Madis	on -	Medica	1 Cen	ter
Division	Unive	rsity	, Hospi	tals	
Departme	nt	C1	ini es		
Sub-Depa	ırtment			~~~~~~	
Code Num	ber	2-	51-17	•	

TITLE.	NUMBER						
**************************************	1	leadcount					
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.			- ,				
Asst. Prof.							
Instr.						•	
Admin.							
Prof. Sci. & Spec.	2.00	4.51	6.51	2.00	3.71	5.71	
Total	2.00	4.51	6.51	2.00	3.71	5.71	

Campus	Madison - Medical Cen	ter
Division_	University Hospitals	
Departmen	t Food Service	
Sub-Depar	tment	
Code Numb	er 2-51-24	

TITLE	NUMBER						
•	1	leadcount		F.T.E.			
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.		1.00	1.00		1.00	1.00	
Asst. Prof.		.50	.50		.50	.50	
Instr.			·			٠.	
Admin.					•		
Prof. Sci. & Spec.		1.97	1.97		1.97	1.97	
Total		3.47	3.47	¢	3.47	3.47	

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Electroencephalography
Sub-Department_	
Code Number	2-51-2500

TITLE		NUMBER						
•	H	eadcount			F.T.E.			
	Male	Female	Total	Male .	Female	Total		
Prof.								
Assoc. Prof.								
Asst. Prof.				·				
Instr.					``			
Admin.					•			
Prof. Sci. & Spec.	1.00	1.00	2.00	1.00	1.00	2.00		
Total	1.00	1.00	2.00	1.00	1.00	2.00		

Campus Madiso	on - Medical Center					
Division Univer	sity Hospitals					
Department Histology-Patholog						
Sub-Department						
Code maber	2-51-3300					

TITLE	• NUMBER					
	E	leadcount			F.T.E.	
	Male	Female	Total	Male	Female	Total
Prof.	.25	·	.25	.25		. 25
Assoc. Prof.					:	
Asst. Prof.				·		:
Instr.						
Admin.				A MARIAN CAMADA NA CAMADA		
Prof. Sci. & Spec.						
Total	.25		.25	.25		. 25

Campus	Madisc	m - Medical	Center
Division	Univer	sity Hospita	als
Departme	nt	Inhalation	Therapy
Sub-Depa	_tment_		
Code Num	ber	2-51-3500	

TITLE	NUMBER							
		Headcount			F.T.E.			
-	Male_	Female	Total	Male	Female	Total		
Prof.						1		
Assoc. Prof.								
Asst. Prof.								
Instr.	1	 ·	·		· · ·			
Admin.								
Prof. Sci. & Spec.	1.00	1.00	. 2,00	1.60	.75	1.75		
Total	1.00	2.00	2,00	1.00	.75	1.75		

Campus Madi	son - Medical Center
	ersity Hospitals
Department	Plant Service
Sub-Departmen	•
Code Number	2-51-41

TITLE	NUMBER						
	Н	eadcount		•	F.T.E.		
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.					•	·	
Asst. Prof.							
Instr.							
Admin.				,			
Prof. Sci. & Spec.	2.00	.50	2.50	2.00	.50	2.50	
Total	2.00	.50	2.50	2.00	.50	2.50	

Campus Madiso	n - Medical Center							
Division University Hospita 3								
Department_	Medical Education							
Sub-Department	Anesthes.							
Code Number_	2-51-4304							

TITLE.		• NUMBER					
	I	leadcount		•	F.T.E.		
	Male	Female	Total	Mala	Felale	Total	
Prof.			•				
Assoc. Prof.							
Asst. Prof.				·		,	
Instr.			·			•	
Admin.							
Prof. Sci. & Spec.	e.00	4.00	10.00	5.09	3.17	8.26	
Total	6.00	4.00	10.00	5.09	3.17	8.26	

Campus	Madiso	n - Medical Center
Division_	Univer	sity Hospitals
Departmen	1t	Medical Education
Sub-Depar	tment_	Dermatol.
Code Numb	ner –	2-51-4322

TITLE	NUMBER						
	l	leadcount		F.T.E.			
	Male	Female	Total	Male Female Tot			
Prof.							
Assoc. Prof.							
Asst. Prof.							
Instr.		· · ·					
Admin.					·		
Prof. Sci. & Spec.	:4.00	2.00	6.00	4.00	2.00	6.00	
Total	4.00	2.00	6.00	4.00	2.00	6.00	

Campus1	<u> iadison - Medical Center</u>
Division U	University Hospitals
Department	Medical Education
Sub-Depart	mentSyn & Obs
Code Numbe	2-51-4331

TITLE	NUMBER							
and the second second second second second second second second second second second second second second seco	1	Headcount .			F.T.E.			
	Male	Female	Total	Male	Female	Total		
Prof.								
Assoc. Prof.								
Asst. Prof.		Samuel Control				,		
Instr.			,		·			
Admin.								
Prof. Sci. & Spec.	9.00					:		
Total	.9.00	 	9.00	9.00		9.00		
	9.00		9.00	9.00		9.00		

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Medical Education
Sub-Department_	Medicine
Code Number	2-51-4346

TITLE		NUMBER							
	1	leadcount		F.T.E.					
	Male	Female	Total	Male	Male Female				
Prof.		·				Total			
Assoc. Prof.					.6				
Asst. Prof.									
Instr.		··				•			
Admin.									
Prof. Sci. & Spec.	50.00	4.00	54.00	49.31	ή·00	53.31			
Total	50.00	4.00	54.00	49.31	4.00	53.31			

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Medical Education
Sub-Department	Neurology
Code Number	2-51-4347

TITLE.	NUMBER						
	1	leadcount		F.T.E.			
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.					•		
Asst. Prof.							
Instr.					·		
Admin.							
Prof. Sci. & Spec.	6.00		6.00	6.00		6.00	
Total	6.00		6.00	6.00		6.00	

Campus Madiso	n - Medical Center-								
Division University Hospitals									
Department	Medical Education								
Sub-Department_	Neurosurgery ·								
Code Number_	2-51-4348								

TITLE	NUMBER						
•	1	leadcount		F.T.E.			
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.							
Asst. Prof.							
Instr.		· · ·				•	
Admin.							
Prof. Sci. & Spec.	4.00		4.00	4.00		4.00	
Total	4.00		4.00	4.00		4.00	

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Campus Madiso	n - Medical Center
Division Univers	sity Hospitals
Department	Medical Education
Sub-Department_	Ophthalmol.
Code Number	2-51-4353

TITLE.	NUMBER								
	1	eadcount		F.T.E.					
	Male	Female	Total	Male	Female	Total			
Prof.				·					
Assoc. Prof.				,					
Asst. Prof.									
Instr.		·			·	•			
Admin.				,					
Prof. Sci. & Spec.	12.00	1.00	.13.00	9.76	1.00	10.76			
Total	12.00	1.00	13.00	9.76	1.00	10.76			

ERIC Pagitant Productive (Inc.)

n - Medical Center
eity Hospitals
Medical Education
Orthopedic
2-51-4355

TITLE	NUMBER						
	F	leadcount		F.T.E.			
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.			-			·	
Asst. Prof.							
Instr.		· · · · ·				•	
Admin.					•		
Prof. Sci. & Spec.	11,00			11.00		11.00	
Total	11.00		11.00	11.00		11.00	

ERIC PROBLEM PROBLEM FIRE

Campus Madiso	on - Medical Center
Division Univer	sity Hospitals
Department	Medical Education
Sub-Department_	Otolaryn.
Code Number	2-51-4357

TITLE	NUMBER					
	1	leadcount		F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						,
Instr.	-					
Admin.						
Prof. Sci. & Spec.	6.00		6.00	6.00		6.00
Total	6.00		6.00	6.00		6.00

ERIC

Campus Madiso	on - Medical Center			
Division University Hospitals				
Department_	Medical Education			
Sub-Department_	Pathology			
Code Number	2-51-4361			

TITLE _.		NUMBER					
	I	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total	
Prof.				·			
Assoc. Prof.					:		
Asst. Prof.							
Instr.					-		
Admin.							
Prof. Sci.	6.00	2.00	8 . 00	5.00	2.00	7.00	
Total	6.00	2.00	8.00	5.00	2.00	7.00	

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department_	Medical Education
Sub-Department_	Pediatrics
Code Number	2-51-4363

TITLE _.		number				
	Н	eadcount		F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.			:			,
Instr.	:					
Admin.						
Prof. Sci. & Spec.	17.50	3.00	20.50	15.58	3.00	18.58
Total	17.50	3.00	20.50	15.58	3.00	18.58

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Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department Plastic Surgery

Code Number 2-51-4368

TITLE	NUMBER					
6	H	eadcount	•	F.T.E.		
r.	Male	Female	Total	Male	Female	Tota1
Frof.						
Assoc. Prof.			<i>A</i>		· .	
Asst. Prof.						
Instr.			·			٠
Admin.						
Prof. Sci. & Spec.	4.00		4.00	4.00		ர் '00
Total	4.00		4.00	4.06		4.00

Campus Madiso	on - Medical Center
Division Univer	sity Hospitals
Department	Medical Education
Sub-Department_	Psychiatry ·
Code Number	2-51-4373

TITLE.		•. •	NUMB	ER			
	H	Headcount			F.T.E.		
	Male	Female	Total	Male .	Female	Total	
Prof.							
Assoc. Prof.							
Asst. Prof.							
Instr.							
Admin.					•		
Prof. Sci. & Spec.	25.00	3.00	28.00	24.33	3.00	27.33	
Total	25.00	3.00	28.00	24.33	3.00	27.33	

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Medical Education
Sub-Department_	Radiology ·
Code Number	2-51-4377

TITLE.		* NUMBER					
	1	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total	
Prof.			•				
Assoc. Prof.							
Asst. Prof.							
Instr							
Admin.	 						
Prof. Sci. & Spec.	23.00		23.00	21.86		21.86	
Total	23.00		23.00	21.86		21.86	

ERIC Productor for the

Campus Madiso	n - Medical Center			
Division University Mospitals				
. Department	Medical Education			
Sub-Department_	Surgery			
Code Number	2-51-4381			

TITLE		NUMBER				
•	н	eadcount	•	F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.					:	
Asst. Prof.						
Instr.						•
Admin.					-	
Prof. Sci.	34.50		34.50	34.50		34.50
Total	34.50		34.50	34.50		34.50

ERIC Paul bas Pool during Fix

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department_	Medical Education
Sub-Department_	Urology .
Code Number	2-51-4387

TITLE.		NUMBER					
	F	leadcount			F.T.E.	•	
	Male	Fewale	Total	Male	Female	Total	
Prof.							
Assoc. Prof.							
Asst. Prof.							
Instr.						·	
Admin.							
Prof. Sci. & Spec.	6.00	1.00	7 . 00	5.08	1.00	6.08	
Total	6.00	1.00	7.00	5.08	1.00	6.08	

ERIC Product by Dic

Campus Madison - Medical Center

Division University Hospitals

Department Medical Education

Sub-Department 2-51-43

TITLE	NUMBER					
	Н	eadcount	•	F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.			•			
Assoc. Prof.					•	
Asst. Prof.						
Instr.			•			
Admin.						
Prof. Sci. & Spec.	224.00	20.00	244.00	214.51	19.17	233.68
Total	224.00	20.00	244.00	214.51	19.17	233.68

ST. TUS OI W N STUDY

Campus Mad	lison - Medical Center
Division Uni	versity Hospitals
Department_	Medical Records
Sub-Departme	ent
Code Number	2-51-4400

TITLE	NUMBER						
	I	leadcount			F.T.E.		
	Male	Female	Total	Male .	Female	Total	
Prof.							
Assoc. Prof.							
Asst. Prof.							
Instr.							
Admin.							
Prof. Sci. & Spec.	1.00	1.00	2.00	.25	1.00	1.25	
Total	1.00	1.00	2.00	.25	1.00	1.25	

Campus_	Madison - Medical Center
Division	University Hospitals
Departme	ent_ Social Work
Sub-Depa	artment
Code Num	nber

TITLE	NUMBER						
•	Н	eadcount		·	F.T.E.	•	
	Male	Female	Total	Male .	Female	Total	
Prof.			•				
Assoc. Prof.					·		
Asst. Prof.							
Instr.		•					
Admin.				-			
Prof. Sci. & Spec.	3.00	14.00	17.00	3.00	11.47	14.47	
Total	3 . 0Ò	14.00	17.00	3.00	11.47	14.47	

ERIC Fruitbax Provided by ERIC

Campus	Madiso	n - Medi	cal Cer	nter
Division	Univers	sity Hos	pitals	
Departme	nt <u>Neur</u>	opsycho]	logical	<u>Tes</u> ting
Sub-Depa	rtment_	2-51-46	6 0 0	
Code Numi	ber			

TITLE.		NUMBER						
•	H	leadcount			F.T.E.			
	Male	Female	Total	Male	Female	Total		
Prof.		o						
Assoc. Prof.								
Asst. Prof.						,		
Instr.			-					
Admin.					•			
Prof. Sci. & Spec.	,1.00	1.00	2.00	.17	1.00	1.17		
Total	1.00	1.00	2.00	.17	1.00	1.17		

Campus Madiso	on - Medical Center								
Division University Hospitals									
Department	Paramed. Ed.								
Sub- Department_									
Code Number	2-51-49								

TITLE	NUMBER					
	ŀ	leadcount			F.T.E.	· · · · · · · · · · · · · · · · · · ·
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					
Asst. Prof.						
Instr.						
Admin.						
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total	•	1.00	1.90	•	1.00	1.00

Campus Madiac	on - Medical Center
Division Univer	sity Hospitals
Department	Other Operations
Sub-Department	
Code Number	2-51-56

TITLE	number .							
,	E	leadcount	•	·	F.T.E.			
	Male	Female	Total	Male	Female	Total		
Prof.								
Assoc. Prof.								
Asst. Prof.						and the		
Instr.		· · · · · ·		a a				
Admin.					•			
Prof. Sci. & Spec.	:	.50	.50		.50	.50		
Total		.50	.50	•	.50	.50		

Campus Mad	<u> ison - Medical Center</u>
Division Uni	versity Hospitals
Department	
Sub-Departme	•
Code Number	2-51-6100

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.		.22	22		.22	.22
Assoc. Prof.						
Asst. Prof.						
Instr.			·			
Admin.						
Prof. Sci. & Spec.			:			
Total	•	.22	.22	•	.22	.22

Campus Madiso	on - Medical Center
Division Univer	sity Hospitals
. Department	Personnel
Sub-Department	
Code Number	2-51-6400

TITLE	NUMBER					
	B	leadcount		F.T.E.		
	Male	Female	Tota1	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						
Instr.		· -				
Admin.					•	
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.00		1.00	1.00		1.00

Campus Madiso	on - Medical Center
Division Univer	sity Hospitals
Department	Public Relations
Sub-Department_	
Code Number	2-51-7400

TITLE	NUMBER							
	1	Headcount			F.T.E.			
	Male	Female	Total	Male	Female	Total		
Prof.								
Assoc. Prof.					:			
Asst. Prof.								
lnstr.								
Admin.								
Prof. Sci. & Spec.	.50	1.50	2.00	.50	1.00	1.50		
Total	.50	1.50	2,00	.50	1.00	1.50		

Campus Madiso	n - Medical Center
Division Univers	sity Hospitals
. Department	Radiology
Sub-Department_	Diagnostic
Code Number	2-51-7723

TITLE		NUMBER					
	Headcount			·	F.T.E.		
	Male	Female	Total	Male .	Female	Total	
Prof.			•				
Assoc. Prof.					. :		
Asst. Prof.							
Instr.							
Admin.		·					
Prof. Sci. & Spec.	2.00		2.00	2.00	·	2.00	
Total	2.00		2.00	2.00		2.00	

ERIC Parties recording enc.

Campus Madiso	n - Medical Center							
Division University Hospitals								
Department Radiology								
Sub-Department_	Med. Physic							
Code Number	2-51-7772							

TITLE	number .					
	Headcount ·			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.			•			
Assoc. Prof.					:	
Asst. Prof.						
Instr.						. •
Admin.					·	
Prof. Sci. & Spec.	1.00	1.00	2.00	.67	.50	1.17
Total	1.0ö	1.00	2.00	.67	.50	1.17

Campus Madiso	n - Medical Center					
Division Univer	sity Hospitals					
Department Radiology						
Sub-Department_	Nuclr. Med.					
Code Number						

TITLE	NUMBER					
•	H	eadcount		F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.						
Asst. Prof.						:
Înstr.			·			•
Admin.					•	
Prof. Sci. & Spec.		1.00	1.00		1.00	1.00
Total		1.00	1.00	•	1.00	1.00

ERIC Paul test Proposition by 1810

Campus Mad	ison - Medical Center
Division Uni	versity Hospitals
Department_	Radiology '
Sub-Departme	nt
Code Number_	2-51-77

TITLE	NUMBER					
•	E	€adcount	•		F.T.E.	,
	ale	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.					:	-
Asst. Prof.						,
Instr.						
Admin.		,			•	
Prof. Sci. & Spec.	3.00	2.00	5.00	2.67	1.50	4.17
Total	3.00	2.00	5.00	2.67	1.50	4.17

(]

Campus	Madiso	n - Medical	Center			
Division	Univer	sity Hospita	1s			
Department Volunteer Program						
Sub-Depa	rtment_					
Code Num	ber	2-51-8500				

TITLE	NUMBER						
	H	eadcount		F.T.E.			
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.					•		
Asst. Prof.							
lnstr.		•					
Admin.							
Prof. Sci. & Spec.		1.00	1.00		.50	.50	
Total	·	1.00	1.00	•	.50	.50	

ERIC Problem (100)

Copus L.disc	~ Medical Center					
Division Univer	sity Hospitals					
Department Rehabilitation						
Sub-Department_	P. Ther. Gen.					
Code Number	2-51-9267					

TITLE		NUMBER					
	F	leadcount		F.T.E.			
	Male	Female	Total	Male Female T			
Prof.							
Assoc. Prof.					•		
Asst. Prof.							
Instr.		1.00	1.00		1.00	1.00 ·	
Admin.							
Prof. Sci. 6 Spec.	:						
Total		1.00	1.00	,	1.00	1.00	

*All data refers to employment as a clinical instructor.

STATUS OF THE STUDY

Campus Madiso	n - Medical Center
Division Univer	sity Hospitals
Department	Rehabilitation
Sub-Department_	P. Ther. N & R
Code Number	2-51-9269

TITLE		NUMBER							
,	1	Headcount			F.T.E.				
	Male	Female	To :1	Male	Female	Total			
Prof.									
Assoc. Prof.						,			
Asst. Prof.									
Instr.	.76		.76	.76		.76			
Admin.									
Prof. Sci. & Spec.	<u>.</u>								
Total	.76		.76	.76		.76			

Campus Madiso	n - Medical Center						
Division Univer	sity Hospitals						
Department Rehabilitation							
Sub-Department_	Com. Disord.						
Code Number	2-51-9279						

TITLE	NUMBER					
	H	eadcount			F.T.E.	•
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.						, .
Instr.	:					
Admin.						
Prof. Sci. & Spec.	1	3.76	3.76		3.76	3.76
Total	1.00	3.76	4.76	1.00	3.76	4.76

Campus Madisc	n - Medical Center
Division Univer	sity Hospitals
Department_	Rehabilitation
Sub-Department_	
Code Number	2-51-92

TITLE _.		NUMBER					
•	1	leadcount			F.T.E.		
	Male	Female	Total	Male	Female	Total	
Prof.		·					
Assoc. Prof.	1.00		1.00	1.00		1.00	
Asst. Prof.							
Instr.	.76	1.00	1.76	.76	1.00	1.76	
Admin.				-			
Prof. Sci. & Spec.		3.76	3.76		3.76	3.76	
Total	1.76	4.76	6.52	1.76	4.76	6.52	

Campus Mad	ison - Medical Center
Division Uni	versity Hospitals
Department_	RED
Sub-Departme	nt
Code Number	2-51-9300

TITLE		. number					
, 		Headcount ·			F.T.E.		
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.					•		
Asst. Prof.							
Instr.	:		<u>.</u> .				
Admin.							
Prof. Sci. & Spec.	.76		76	.76		.76	
Total	.76 °		.76	.76		.76	

Campus	<u>Madisor</u>	n - Medic	al Center				
Division	Univers	sity H∝p	itals				
. Departmen	t	Nursing Service					
Sub-Depar	tment_						
Code Numb	er	2-51-94					

TITLE		NUMBER				
	н	eadcount		F.T.E.		
	Male	Female	Total	Male .	Female	Total
Prof.			•			
Assoc. Prof.		1.50	1.50	·	1.50	1.50
Asst. Prof.				٠.		
Instr.						•
Admin.						
Prof. Sci. & Spec.		6.00	6.00		5.50	5.50
Total		7.50	7.50	•	7.00	7.00

ERIC

Campus	Madison	- Medica	1 Center
Division	Universi	ty Hospi	tals
*************************************	XKX Divi	sion Tot	als
Sub-Depar	rtment_		•
Code Numi	ber	2-51	•

TITLE		• NUMBER				
	H	eadcount	•	F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.04	.22	1.26	1.04	.22	1.26
Assoc. Prof.	2.84	1.00	3.84	2.48	1.00	3.48
Asst. Prof.	2.53	3.58	6.11	2.53	3.58	6.11
Instr.	.76	1.00	1.76	.76	1.00	1.76
Admin.	·					
Prof. Sci. & Spec.	271.81	71.90	343.71	258.96	65.49	324.45
Total	278.98	77.70	356.68	265.77	71.29	337.06

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MEDICAL CENTER
MEDICAL SCHOOL
Madison: 1969-70

There are a total of 26 Departments represented in this Division.

Nineteen show men and women at some level and sever are staffed solely by men. A view of the compositions of the Medical School follows:

TABLE I

THE ACADEMIC COMPOSITION OF THE MEDICAL CENTER - MEDICAL SCHOOL

BY RANK AND SEX

Madison: 1969-70

Kank	Headcount				F.T	.E.		
	Male	Female	Total	%Women	Male	Female	Total	%Women
Professor	83.76	5.78	89.54	6.4%	79.52	5.45	84.97	6.4%
Associate Professor	66.49	6.50	72. 99	8.9%	62.18	6.50	68.68	9.5%
Assistant					•			
Professor	91.94	18.42	110.36	16.7%	82.27	17.22	99.49	17.3%
Instructor	12.48	15.76	28.24	55.8%	9.37	14.35	23.72	60.5%
Administration	2.12	.00	2.12	.0%	2.12	.00	2.12	.0%
Professional, Scientific &					·			
Specialist	10.81	15.08	25.89	58.2%	10.11	12.90	23.01	56.1%
Total	267.60	61.54	329.14	18.7%	245.57	56.42	301.99	18.7%

While the percentage of women consistently decreases as the ranks increase it is worth noting that the percentage of women at each rank is significantly higher than their female colleagues in the College of Letters and Science.

Further, women are well distributed throughout the Medical School and not concentrated in a few departments as has been the case in other divisions.

However, women do seem to be concentrated at the lower academic levels.

APPENDIX A

Raw Data for the Medical Center - Medical School

Madison Campus, University of Wisconsin 1969-70

Campus Mad	ison - Medical Center		
Division	Medical School		
Department	Administration		
Sub-Department			
Code Number_	2-53-0200		

TITLE		NUMBER				
	}	leadcount		F.T.E.		
	Male	Female	Total	Male	Female	otal
Prof.						
	.17		.17	.17		.17
Assoc. Prof.						
Asst. Prof.			·			1
Instr.						
Admin.		 				
	2.12		2.12	2.12		2.12
Prof. Sci. & Spec.	1.81		1.81	1.81		1.81
Total	4.10		4.10	, 4.10		4.10

Campus Mad	ison - Medical Center	
Division	Medical School	
Department	Anatomy	
Sub-Department		
Code Number	2-53-0600	

TITLE	NUMBER					
	H	eadcount		F.T.E.		
	Male	Female	·Total	Male	:Temale	Total
Prof.			•			
	1-4-00-	<u> </u>	-4.00-	-4.00-		
Assoc. Prof.	2.00	1.00	3.00	1.25	1.00	2.25
Asst Prof.	8.00	1.00	9.00	7.33	1.00	8.33
Instr.	1.00	1.00	2.00	.23	1.00	1.23
Admin.						
Prof. Sci. & Spec.			•			
Total	15.00	3.00	18.00	12.81	3.00	15.81

Campus Ma	dison - Medical Center
Division	Medical School
Department_	Anesthesiology
Sub-Departm	nent
Code Number	2-53-0900

TITLE		nuser				
	H	eadcount			F.T.R.	•
	Male	Female	·Total	Male	Femal.≘	Total
Prof.	1.00	1 00	2.00	1.00	1.00	2.00
Assoc. Prof.	3.00	•	3.00	3.00		3,00
Asst. Prof.	3.00	3.00	6.00	2.50	2.50	5.00
Instr.		1.00	1.00	~~~	.17	.17
Admin.			·	·		
Prof. Sci. & Spec.						•
Total	7.00	5.00	12.00	6.50	3.67	10.17

(_)

Campus Mad	ison - Medical Center
Division	Medical School
Department_	Animal Care
Sub-Departmen	nt
Code Number_	2-53-1200

TITLE		NUMBET.					
	н	eadcount			F.T.E.		
	Male	Female	·Total	Male	Female	Total	
Prof.				000			
Assoc. Prof.							
Asst. Prof.	1.00		1.00	1.00		1.00	
Instr.		·			·		
Admin.				-	·	~	
Prof. Sci. & Spec.				·			
Total	1.00		1.00	1.00		1.00	

Campus}	fadison - Medical Center
Division_	Medical School
Department	Clin. Oncology
Sub-Depart	
Code Numbe	0.50.7500
Cour Maillo	= L

TITLE		MUMBER					
•	I	ieadcount	•	F.T.E.			
•	Male	Female	·Total	Male	Female	Total	
Prof.	3.43	·	3.43	3.43		3.43	
Assoc. Prof.	2.00		2.00	2.00		2.00	
Asst. Prof.	3.66		3.66	3.66		3.66	
Instr.							
Admin.							
Prof. Sci. & Spec.	.50		. 50	.50		.50	
Total	9.59		9.59	9.59		9.59	

Campus Mad	ison - Medical Center
, •	Medical Sch∞l
Department	Electron Lab.
Sub-Departme	ent
Code Number	•

TITLE		NUMBER				
	Н	eadcount	F.T.E.			•
•	Male	Female	Total	Male	Female	Total
Prof.			•	•		
Assoc. Prof.						
Asst. Prof.						
Instr.		•				
Admin.						
Prof. Sci. & Spec.	1.00		1.00	1.00		1.00
Total	1.00		1.00	1.00		1.00

ERIC

Campus Mad	<u>ison - Medical Center</u>
Division	Medical School
Department	Genetics .
Sub-Departme	nt
Code Number_	2-53-2500

TITLE		NUMBER				
•	Н	eadcount	•			
	Male	Female	·Total	Male	Female	Total
Prof.	3,80		3,80	3.63		3.63
Assoc. Prof.	1.02		1.02	.97		.97
Asst. Prof.						
Instr.						•
Admin.						
Prof. Sci. & Spec.			•		,	
Total	4.82		4.82	4.60		4.60

Campus Ma	dison - Medical Center
Division	Medical School
Department	Gynecology & Obs.
Sub-Departm	
	•
Code Number	2-53-2800

TITLE		number				
·	Н	eadcount		F.T.E.		
· .	Male	Female	Total	Male	Female	Total
Prof.	3.86		3.86	3.86		3.86
Assoc. Prof.	1.00	1.00	2.00	1.00	1.00	2.00
Asst. Prof.	3.00	2.00	5.00	2.17	2.00	4.17
Instr.	:				·	
Admin.				·		
Prof. Sci. 6 Spec.			•			
Total	7.86	3.00	1.0.86	7.03	3.00	10.03

ERIC Full Text Provided by ERIC

Campus Mad	ison - Medical Center
Division	Medical School
Department_	History of Medicine
Sub-Departme	nt
Code Number	2-53-3100

TITLE	Number					
,	Н	eadcount		F.T.E.		
	Male	Fe male	·Total	Male	Female	Total
Prof.	.65		.65	.65.		.65
Assoc. Prof.						-
Asst. Prof.	·					
ĭnstr.			-			•
Admin.						
Prof. Sci. 6 Spec.						
Total	.65		.65	.65		.65

Campus	<u> Madison - Medical Center</u>			
Division	Medical School			
Departmen	t Library .			
Sub-Department_				
Code Numb	er2-53-40			

TITLE		NUMBER				
	H	leadcount		F.T.E.		
	Male	Female	·Total	Male	Female	Total
Prof.						
Assoc. Prof.		1.00	1.00		1.00	1.00
Asst. Prof.	·		·			
Instr.	,	1.00	1.00		٦.00	1.00
Admin.				·		i
Prof. Sci. & Spec.	1.00	11.00	i2.00	.75	9.27	10.02
Total	1.00	13.00	14.00	.75	11.27	12.02

Campus Madis	on - Medical Center
Division	Medical School
Department	Medicine
Sub-Department	Clin. Path.
Code Number	2-53-4310

TITLE		NUMBER				
	н	eadcount	•		,	
	Male	Female	Total	Male	Female	Total
Prof.	-21		.21	.21		.21
Assoc. Prof.	1.04	1.00	2.04	1.03	1.00	2.03
Asst. Prof.	-26	.42	.68	.26	.42	.68
Instr.						
Admin.				•		
Prof. Sci. & Spec.						
Total	1.51	1:42	2.93	1.50	1.42	2.92

- Medical Center
dical School
dicine
Dermatol
2-53-4320

TITLE	NUMBER						
•	Н	Headcount			F.T.E.		
	Male	Female	. Total	Male	Female	Total	
Prof.	2.00		2.00	1.33		1.33	
Assoc. Prof.	1.00		1.00	1.00		1.00	
Asst. Prof.							
Instr.						•	
Admin.							
Prof. Sci. & Spec.						·	
Total	3.00		3.00	2.33		2.33	

^{*} This rank includes 1.00 Headcount (.33 FTE) Male Clinical Professor.

Campus Mad	ison - Medical Center
Division	Medical Sch∞l
Department	Medicine
Sub-Departme	nt Medicine
Code Number_	2-53-4340

TITLE	NUMBER					
•	H	leadcount			F.T.E.	•
	Male	Female	Total	Male	Female	Total
Prof.	9.83	1.00	10.83	8.83	1.00	9.83
Assoc. Prof.	731		7.31	6.41		6.41
Asst. Prof.	18.01	1.00	19.01	16.77	1.00	17.77
Instr.	4.24.	2.00	6.24	3.66	2.00	5.66
Admin.		·		,		
Prof. Sci. & Spec.						<u>.</u>
Total	39:39	4:00	43.39	35.67	4.00	39.67

^{*1} This rank includes 1.00 headcount (.50 fte) male Clinical Professors.
*2 This rank includes 1.00 headcount (.10 fte) male Clinical Associate Professors. *3 This rank includes 2.79 headcount (2.05 fte) male Clinical Assistant Professors

and 1.00 headcount (1.00 fte) female. *4 This rank includes 1.00 headcount (.50 fte) male Clinical Instructor and 2.00 headcount (2.00 fte) female Clinical Instructor: ...

Campus Madia	son - Medical Center
Division	Medical Sch∞l
Department_	Medicine
Sub-Department	Occup. Ther.
Code Number	2-53-4355

TITLE	NUMBER						
	H	eadcount	•		F.T.E.		
	Male	Female	Total	Male	Female	Total	
Prof.			•				
Assoc. Prof.					•		
Asst. Prof.		1.00	1.00	•	1.00	1,00	
Instr.		2.00	2.00		2.00	2.00	
Admin.				•		•	
Prof. Sci. & Spec.							
Total		3.00	3.00	•	3.00	3.00	

ERIC*

Campus Madison	- Medical Certer
Division Me	dical Sch∞l
Department Me	dicine
Sub-Department	Phys. Ther.
Code Number	2-53-4360

TITLE	NUMBER					
	1	eadcount		F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.						
Assoc. Prof.		1.00	1.00		1.00	1.00
Asst. Prof.		3.00	3.00		3.00	3.00.
Instr.		2.00	2.00		2.00	2.00
Admin.	!	;		•	•	
Prof. Sci. & Spec.			•			
Total		6.00.	6.00	•	6.00	6.00

This rank includes 1.00 headcount (1.00 fte) female Clinical Instructors.

Campus Mad	<u> 1son - Medical Center</u>
Division	Medical Sch∞l
Department	Medicine
Sub-Departme	nt
Code Number_	2-53-4300

TITLE			NUMB	ER		•
	н	eadcount			F.T.E.	
	Male	Female	Total	Male	Female	Total
Prof.	12.04	1.00	13.04	10.37	1.00	11.37
Assoc. Prof.	9.35	2.00	11.35	8.44	2.00	10.44
Asst. Prof.	18.27	5.42	23.69	17.03	5.42	22.48
Instr.	4.24	6.00	10.24	3.66	6.00	9.66
Admin.			*			•
Prof. Sci. & Spec.			•			
Total	43.90	14.42	58.32	39.50	14.42	53.92

Campus Madle	on - Medical Center
Division	Medical School
Department	sedicine
Sub-Department	Microbiology
Code Number	2-53-4700

TITLE		NUMBER				
	н	eadcount		F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	3.00		3.00	3.00	٠	3.00
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	3.00	.59	3.59	3.00	.59	3.59
Instr.				·		•
Admin.		, . :			a	•
Prof. Sci. & Spec.	,					
Total	7.00	•59 _.	7.59	7.00	.59	7.59

ERIC

Car us Mad	<u> 180n - Medical Center</u>
Division	Medical School
Department	Programs
Sub-Departme	nt
Code Number_	•

TITLE		NUMBER				
	н	eadcount	•	F.T.E.		
	Male	Female	·Total	Male	Female	Total
Prof.	.59		.59	•59		.59
Assoc. Prof.						
Asst. Prof.	1.00		1.00	1.00		1.00
Instr.						·
Admin.			:			
Prof. Sci. & Spec.	1.00		1.00	1,00		1.00
Total	2.59		2.59	2.59	·	2.59

Campus Mad:	ison - Medical Center
Division	Medical School
Department	Neurology
Sub-Departmen	nt
Code Number	2-53-5100

TITLE		NUMBER				
•	H	leadcount	•	F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	1.00	74.	1.00
Assoc. Prof.	7.00		7.00	7.00		7.0Ò
Asst. Prof.	4.00	1.00	5.00	٠ ٤.00	1.00	5.00
Instr.		1.00	1.00		1.00	1.00
Admin.				·		
Prof. Sci. & Spec.	·		·			
Total	12.00	2.00	14.00	12.00	2.00	14.00

Campus Ma	dison - Medical Center
Division	Medical School
Department_	Lab. of Neurophysiology
Sub-Departm	ent
Code Number	2-53-5400

TITLE	NUMBER					
•	Headcount			F.T.E.		
•	Male	Female	·Total	Male	Female	Total
Prof.	3.91	•	3.91	3.91	,	3.91
Assoc. Prof.	.49	50	.99	.49	.50	.99
Asst. Prof.	1.00		1.00	1.00		1.00
Instr.						
Admin.						
Prof. Sci. & Spec.	.50	,	.50	•50		.50
Total	5.90	.50	6.40	5.90	.50	6.40

Campus Mad	lson - Medical Center
Division	Medical Sch∞l
Department	0ncology
Sub-Departmen	nt
Code Number_	2-53-5900

TITLE	NUMBER					
	Headcount			F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	7.00	1.00	8.00	7 . 00	.67	7.67
Assoc. Prof.	1.00	may.	1.00	1.00		1.00
Asst. Prof.	2.00		2.00	2.00		2.00
Instr.	2.00		2.00	2.00	·	2.00
Admin.					•	
Prof. Sci. & Spec.	3.00		3.00	3.00		3.00
Total	15.00	1.00	16.00	15.00	.67	15.67

Campus Mad	<u>ison - Medical Center</u>
Division	Medical Sch∞l
Department	Pathology
Sub-Departmen	nt
Code Number	2-53-6300

TITLE	NUMBER						
•	Н	Headcount			F.T.E.		
	Male	Female	·Total	Male	Female	Total	
Prof.	3.40	.78	4.18	3.40	.78	4.18	
Assoc. Prof.							
Asst. Prof.	5.10		5.10	5.10		5.10	
Instr.		·	·				
Admin.							
Frof. Sci. & Spec.							
Total	8.50	.78	9.28	8.50	.78	9 .2 8	

Campus Mad	ison - Medical Center
Division	Medical School
Department	Pediatrics
Sub-Departme	nt
Code Number_	2-53-6700

TITLE		NUMBER					
	Н	Headcount			F.T.E.		
	Male	Female	·Total	Male	Female	Total	
Prof.	4.00	1.00	5.00	4.00	1.00	5.00	
Assoc. Prof.	5.44		5.44	5.44	:	5 . դդ	
Asst. Prof.	5.00	1.41	6.41	4.00	1.41	5.41	
Instr.	. 2.00	1:00	3.00	1.67	1.00	2.67	
Admin.							
Prof. Sci. & Spec.		. 84	. 84	·	. 84	. 84	
Total	16.44	4.25	20.69	15.11	4.25	19.36	

^{*1} This rank includes 2.00 headcount (1.00 fte) male Clinical Assistant Professors and 1.00 headcount (1.00 fte) female Clinical Assistant Professors.
*2 This rank includes 1.00 he dcount (.67 fte) male Clinical Instructor.

<u>.</u>2

Campus Mad	ison - Medical Center
Division_	Medical Sch∞l
Department_	Physio. Chem. General
Sub-Departme	nt
Code Number_	2-53-7700

TITLE	NUMBER						
	н	Headcount			F.T.E.		
	Male	Female	·Total	Male	Female	Total	
Prof.	4.00		4.00	4.00		4.00	
Assoc. Prof.	1.00	•	J. . 00	1.00		1.00	
Asst. Prof.	1.00		1.00	1.00		1.00	
nstr.						•	
Admin.							
Prof. Sci. & Spec.		2.00	2.00		2.00	2.00	
Total	6.00	2.00	8.00	6.00	2.00	8.00	

Campus Mad	ison - Medical Center
Division	Medical School
Department	Physiology
Sub-Departmen	ıt
Code Number	2-53-8100

TITLE		NUMBER						
	1	leadcount		F.T.E.				
	Male	Female	Total	Male	Female	Total		
Prof.	5.25	,	5.25	5.25		5.25		
Assoc. Prof.	2.50		2.50	2.50		2.50		
Asst. Prof.		1.00	1.00		1.00	1.00		
Instr.	1.00	.50	1.50	1.00	.50	1.50		
Admin.				·				
Prof. Sci. & Spec.	1.00	1.00	2.00	.55	.55	1,10		
Total	9.75	2.50	12.25	9.30	2.05	11.35		

^{*} All statistics refer to employment as Lecturers

Campus Mad	<u> ison - Medical Center</u>
Division	Medical School
Department	Preventive Med.
Sub-Departmen	nt
Code Number	2~53~8500

TITLE	NUMBER							
	}	leadcount			•			
	Male	Female	Total	Male	Female	Total		
Prof.			1					
-	1.00		1.00	1.00		1.00		
Assoc. Prof.	2.00		2.00	2.00		2.00		
Asst. Prof.	3.49	1.00	4.49	3.49	1.00	4.49		
Instr.		.26	.26		.18	.18		
Admin.	•				.10	•10		
Prof. Sci. & Spec.	***************************************							
Total	6.49	1.26	7.75	6.49	1.18	7.67		

Campus Mad	ison - Medical Center					
Division	Medical Suhool					
Department Psychiatry						
Sub-Department						
Code Number_	2-53-8900					

TITLE	number							
	H	leadcount		F.T.E.				
	Male	Female	·Total	Male	Female	Total		
Prof.	7.01		7.01	7.01		7.01		
Assoc. Prof.	7.00	1.00	8.00	7.00	1.00	8.00		
Asst. Prof.	5.00		5.00	3.22		3.22		
Instr.		1.00	1.00		1.00	1.00		
Admin.						~~		
Prof. Sci. 6 Spec.			·					
Total	19.01	2.00	21.01	17.23	2.00	19.23		

^{*} This rank includes 2.00 headcount (.74 fte) male Clinical Assistant Professors

Campus}	ladison - Medical Center
Division	
Department	Radiology General:
Sub-Depart	ment
Code Numbe	2-53-9300

TITLE	NUMBER							
•	н	eadcount		F.T.E.				
	Male	Female	Total	Male	Female	Total		
Prof.	3.75		3.75	3.75		3.75		
Assoc. Prof.	6.00		6.00	6.00		6.00		
Asst. "rof.	7.00	1.00	8.00	7.00	1.00	8.00		
Instr.								
Admin.				,	`			
Prof. Sci. & Spec.								
Total	16.75	1.00	17.75	16.75	1.00	17.75		

Campus Mad	ison - Medical Center
Division	Medical School
Department	Rehab. Med.
Sub-Departme	ent
Code Number_	2-53-9400

TITLE	NUMBER						
•	H	leadcount	•	F.T.E.			
	Male	Female	Total	Male	Female	Total	
Prof.	1.40		1.40	1. 40		1.40	
Assoc. Prof.	.24		•24	. 24		.24	
Asst. Prof.	.40		.40	.40		. 40 .	
Instr.	.24	1.00	1.24	.24	1.00	1.24	
Admin.		of —2010 1000					
Prof. Sci. & Spec.		.24	.24	·	. 24	. 24	
Total	2.28	1.24	3.52	2.28	1.24	3.52	

Campus Madison	<u>n - Medical Center</u>
Division Me	edical School
Department Si	rgery
Sub-Department	General.
Code Number	2-53-9710

TITLE	NUMBER						
	I	leadcount		F.T.E.			
	Male	Female	Total	Male	Female	Total	
Prof.	5.50		5.50	4.64	·	4.64	
Assoc. Prof.	6.45		6.45	·6.45.		5.45	
Asst. Prof.	3.00		3.00	3.00		3.00.	
Instr.				·			
Admin.					•	· · · · · · · · · · · · · · · · · · ·	
Prof. Sci. & Spec.						<u> </u>	
Total	14.95		14.95	14.09		14.09	

^{*} This rank includes 1.00 headcount (.13 fte) male Clinical Professor.

Campus Madis	on - Medical Center
Division h	Medical School
Department	Surgery
Sub-Department	Dent. & Plast.
Code Number	2-53-9730

TITLE *		number						
	н	eadcount	•	F.T.E.				
	Male	Female	Total	Male	Female	Total		
Prof.	1.00		1.00	.26		.26		
Assoc. Prof.	1.00		1.00	.50	·	.50		
Asst. Prof.	1.00		1.00	25		.25		
Instr.	1.00		1.00	.07		.07		
Admin.	1							
Prof. Sci. & Spec.			·					
Total	4.00		4.00	1.08	-	1.08		

^{*} All data in this sub-department refers to employment with the title "Clinical" in each rank.

Campus Madi	son - Medical Center						
Division	Medical School						
Department Surgery							
Sub-Departmen	t Ophthalmol						
Code Number_	2-53-9750						

TITLE		NUMBER							
•		Headcount	•						
De C	Male	Female	Total	Male	Female	Total			
Prof.	1.00		1.00	.20		.20			
Assoc. Prof.	1.00		1.00	.50	•	50			
Asst. Prof.	7.00	1.00	8,00	4.10	.30	4.40.			
Instr.	1.00	1.00	2.00	.50	1.00				
Admin.		· · · · · ·			1.00	1.50			
Prof. Sci. & Spec.	: : :		•		•	<u> </u>			
Total	-								
-	10.00	2.90	12.00	5.30	1.30	6.60			

^{*} All data for this rank refers to employment as a Clinical Professor.
*2 All data for this rank refers to employment as a Clinical Associate Professor.
*3 This rank includes 4.00 headcount (1.10 fte) male Clinical Assistant Professors and 1.00 headcount (.30 fte) female Clinical Assistant Professors.

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Campus Madiso	n - Medical Center							
Division Medical School								
Department Surgery								
Sub-Department_	Ortho. Surg.							
Code Number	2-53-9760							

TITLE	NUMBER					
	. 1	leadcount	•	F.T.E.		
	Male	Female	Total	Male	Female	Total
Prof.	1.00		1.00	1.00		1.00
Assoc. Prof.	1.00		1.00	1.00		1.00
Asst. Prof.	2.00		2.00	2.00		2.00
Instr.			-			•
Admin.		·				
Prof. Sci. & Spec.	i		•			•
Total	4.00		4.00	4.00		4.00

Campus	<u> Madison - Medical Center</u>
Division	Medical School
Departmen	t Surgery
Sub-Depar	tment_Otolaryn
Code Numb	er 2-53-9770

TITLE		NUMBER							
	Į.	leadcount		F.T.E.					
	Male	Female	Total	Male	Female	Total			
Prof.		1.00	1.00		1.00	1.00			
Assoc. Prof.	3.00		3.00	1.40		1.40			
Asst. Prof.									
Instr.					·	•			
Admin.									
Prof. Sci. & Spec.	; ; i .								
Total	3.00	1.00	4.00	1.40	1.00	2,40			

^{*}This rank includes 2,00 headcount (.40 fte) male Clinical Associate Professors.

Campus Mad	<u> 1son - Medical Center</u>
Division	Medical School
Department	Surgery
Sub-Departme	ntUrology
Code Number	2-53-9,785

TITLE	NUMBER						
	Н	eadcount			•		
	Male	Female	Total	Male	Female	Total	
Prof.							
Assoc. Prof.	1.00	·	1.00	1.00		1.00	
Asst. Prof.	2.00		2.00	2.00		2.00	
Instr.					·	•	
Admin.		-					
Prof. Sci. & Spec.	i		•			· · ·	
Total	3.00		3.00	3.00		3.00	

Campus Mad	180n - Medical Center
Division	Medical School
Department	Surgery
Sub-Departme	nt
Code Number_	2-53-9700

TITLE	NUMBER							
	н	eadcount		F.T.E.				
	Male	Female	Total	Male	Female	Total		
Prof.	8.50	1.00	9.50	6.10	1.00	7.10		
Assoc. Prof.	13.45		13.45	10.85		10.85		
Asst. Prof.	15.00	1.00	16.00	11.35	.30	11.65		
Instr.	2.00	1.00	3.00	.57	1.00	1.57		
Admin.					•			
Prof. Sci. & Spec.	li i							
Total	38.95	3.00	41.95	28.87	2.30	31.17		

Campus Madis	son - Medical Center
Division	Medical School
Department	Totals
Sub-Department	:
Code Number	2-53

TITLE	NUMBER						
	H	eadcount		F.T.E.			
	Male	Female	·Total	Male	Total		
Prof.	83.76	5.78	89.54	79.52	5.45	84.97	
Assoc. Prof.	66.49	6.50	72.99	62.18	6.50	68.68	
Asst. Prof.	91.94	18.42	110.36	82.27	17.22	99.49	
Instr.	12.48	15.76	28.24	9.37	14.35	23.72	
Admin.	2.12		2.12	2.12	•	2.12	
Prof. Sci. & Spec.	10.81	15.08	25.89	10.11	12.90 .	23.01	
Total	267.60	61.54	329.14	245.57	56.42	201.99	

Note: This data includes 5 male clinical Professors, 6 male Clinical Associate Professors.

19 Clinical Assistant Professors (3 women and 16 men) and 6 Clinical Instructors
(2 men and 4 women). More detailed breakdowns will be found on the individual data sheets in Appendix A.

MEDICAL CENTER

STATE LABORATORY OF HYGIENE

Madison: 1969-70

Administration. There are no women in the three Professorial ranks. On a headcount basis, women are 46.5% of the Instructors, 50% in the Professional, Scientific, and Specialist category, and 34.8% of the total academic staff of the State Laboratory of Hygiene. On an FTE basis they are 38.8%, 50%, and 31.8% respectively. It might be noted that in the Professional, Scientific, and Specialist category the men are in the upper levels of Director and Assistant Director while the women are Specialists.

APPENDIX A

Raw Data for the Medical Center - State Hygiene Laboratory

Madison Campus, University of Wisconsin 1969~70

Campus	Madison - Medical Center
Division	1
Departm	entSt. Lab. of Hygiene
(ZHIK)(II)EK)	ATTHEME Totals: Men & Women
Code Nur	nber2-52-10

TITLE	NUMBER							
	3	leadcount	•		F.T.E.			
	Male	Female	Total	Male	Female	Total		
Prof.								
	1.00	1	1.00	1.00	1	1.00		
Assoc. Prof.	:							
Asst.	- 	 						
Prof.	2.00		2.00	2.00		2.00		
Instr.	2.00	1.74	3.74	2.00	1.27	3.27		
Admin.		:						
Prof. Sci.	-	 						
& Spec.	2.00	2.00	4.00	2.00	2.00	4.00		
Total	7.00	3.74	16.74	7.0Ò	3.27	10.27		

*All statistics for males at this rank refer to employment as Clinical Instructors. Also included at this rank is .74 Headcount (.52 fte) female Clinical Instructor.

MEDICAL CENTER - PSYCHIATRIC INSTITUTE

Madison: 1969-70

In the Psychiatric Institute the rank of Assistant Professor is exclusively staffed by a woman. She is the only female academic staff in the Institute. However, it should be noted that the sample for the entire Psychiatric Institute is quite small and considering this factor, women are 33.4% (Headcount) and 27.4% (FTE) of the total academic employees in this Division.

APPENDIX A

Raw Data for the Medical Center - Psychiatric Institute

Madison Campus, University of Wisconsin 1969-70

Campus Mad	<u>lson - Medical Center</u>
Division	
Department	Psychiatric Inst.
Sub-Departmen	າປູ
Code Number_	2-55 .

TITLE		NUMBER						
	,	leadcount						
	Male	Female	.Total	Male	Female	Total		
Prof.						1		
	.49		.49	.49		49		
Assoc. Prof.	1.00		1.00	1.00		1.00		
Asst. Prof.		1.00	1.00		.75	.75		
Instr.	-				.,,,	.73		
Admin.		·						
Prof. Sci. & Spec.	.50		.50	.50		.50		
Total		1		,				
	1.99	1.00	2.99	1.99	.75	2.74		

MEDICAL CENTER - UNIVERSITY HEALTH SERVICE

Madison: 1969-70

The statistics for the University Health Service show that women are represented at each level where males appear. However, it should be noted that this Division is geared more to service than instruction which accounts for the majority of the staff holding the title "Clinical" before their respective rank.

Table I shows the composition of the University Health Service.

TABLE I

THE ACADEMIC COMPOSITION OF THE UNIVERSITY HEALTH SERVICE

BY RANK AND SEX

Madison: 1969-70

Rank		Headcount				FTE			
	Men	Women	Total	% Women	Men	Women	Total	% Women	
Assistant								• •	
Pr ofessor	5.06	2.00	7.06	28.3%	4.80	1.60	6.40	25.0%	
Instructor	4.76	2.00	6.76	29.6%	3.80	•90	4.70	19.1%	
Professional, Scientific, and				· .					
Specialist	2.84	1.00	3.84	26.0%	2.84	.50	3.34	15.0%	
Total	12.66	5.00	17.66	28.3%	11.44	3.00	14.44	20.8%	

One notes from the above Table that the percentage of women remains fairly constant at each rank and that the percentages do not decrease as the ranks increase.

APPENDIX A

Raw Data for the Medical Center - University Health Service

Madison Campus, University of Wisconsin 1969-70

Campus	Madison - Medical Center
Division	University Health Service
Departme	ent_University Health Service
Sub-Depa	artment
Code Nur	mber 2-57

	TITLE	NUMBER							
		н	eadcount	•	F.T.E.				
		Male	Female	Total	Male	Total			
	Prof.			· ·			E		
•	Assoc. Prof.								
1	Asst. Prof.	5.06	2.00	7.06	4.80	1.60	6.40		
2	Instr.	4.76	2.00	6.76	3.80	.90	4.70		
	Admin.				·				
3	Prof. Sci. & Spec.	2.84	1.00	3.84	2.84	.50	3.34		
	Total	12.66	5.00	17.66	11.44	3.00	14.44		

- At this rank all staff hold the title of Clinical Assistant Professor with the exception of .87(headcount and FTE) male Assistant Professors.
- 2. At this level all staff hold the title of Clinical Instructor with the exception of one .76 (headcount) = .50 (FTE) male Instructor.
- 3. These statistics include one male .75 (headcount and FTE) employed as a Lecturer.

